台灣歐銀業務發展辦事處
Taiwan Office for EBRD Business Development

「歐洲復興開發銀行企業顧問招募說明會」

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國際企業顧問招募基本資格如下：

- 10-15 年企業高階主管資歷
- 多國籍或多元文化環境工作之經驗
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指導單位：外交部、歐洲復興開發銀行
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Becoming an adviser
Frequently Asked Questions

A vibrant small and medium-sized enterprise (SME) sector is a vital ingredient for a healthy market economy. In addition to providing finance both directly and through local intermediary banks, the EBRD provides access to know-how to help small and medium-sized businesses improve their performance and grow.

For businesses looking to compete internationally, we also provide opportunities to work with an international adviser who brings more than 15 years of experience gained in the same industry to share their know-how directly with the client's management team.

Please use this link to register as an adviser. Should you have any urgent questions, please email advisers@ebrd.com. Please refer to the frequently asked questions section below for queries.

Selection criteria

What kind of people apply?

Our advisory services are provided by experienced directors, industry experts and financial specialists.

What are the criteria for becoming an international adviser?

To apply for the role of Senior Industrial Adviser (SIA), the primary adviser working with a company, you must have:

- Minimum of 15 years senior management, private-sector experience gained within finance, business, consultancy or entrepreneurship
- Competency in core industries, such as manufacturing, food processing, services, wholesale & retail, healthcare & pharmaceuticals, environment, power & energy, construction, transport & infrastructure, Information, Communication & Technology, as well as natural resources.
- Experiences business management and financial skills, gained through senior management experience
- Willingness to travel frequently to EBRD countries of operation and/or to live within these countries
- Willingness to be contracted at a pro-bono fee rate, with core objective being to transfer managerial and industrial knowledge to SMEs in EBRD countries of operation,
- Excellent computer literacy, written and oral communication skills in English. Knowledge of Russian, Arabic or other languages from EBRD countries of operation is preferable.

Furthermore, advisers should have:

- Communication skills: the ability to communicate appropriate, concise and accurate information in written and verbal formats, to the right audience at the right time.
- Concern for accuracy and detail orientated: the capacity to ensure and maintain a high degree of accuracy and quality in work delivered during pressure periods.
- Problem solving: judgement and initiative in decision making process. Ability to tackle issues and problems in a logical, step-by-step way and proposes practical and realistic solutions to address them.
- Planning and organising: operating independently and taking responsibility for decisions within own area, as well as the ability to autonomously manage a high volume of tasks using initiatives to assist the decision-making process.
- Team-working: building effective communication and relationships both within and outside the team. Sharing knowledge, information and best practices with others.

- Customer focus: the ability to listen to the views of all stakeholders, to be sensitive and understand cultural differences, transition success factors and the complexity of political constraints; provide optimal solutions and manage expectations.
- Results Orientated: following up and following through to ensure goals are achieved and exceeded. Striving to improve the ways things are done within a business.

To apply for the role as Specialist, the criteria are the same as above, with the exception of the minimum requirement for senior executive level experience. Instead, a Specialist may have long experience in a particular business segment, e.g. marketing, finance, HR, design, environmental and/or energy management.

Are there any nationality restrictions?

No, we welcome applications from all nationalities. Some projects are financed by tied funds, i.e. the donor requires that the adviser is from a specific nationality. However, this is a small percentage of the total programme's projects and a majority of the funding is un-tied, which means anyone is eligible to be considered for those projects.

How to apply

What are the steps for submitting an application to become an adviser?

To apply to be registered as a Senior Industrial Adviser (SIA) or as an industry specialist, fill out the online application form: your first name, surname and e-mail address. A confirmation e-mail will then be sent to the specified e-mail address providing you with your logon credentials and a link to the Management Information System (MIS). When you subsequently login to the MIS you will be required to complete your adviser profile and upload supporting documentation, for example:

- A scanned copy of the picture page of your passport (if you have more than one citizenship, feel free to submit all relevant passport copies)
- A personal CV

What web browsers support the application form?

The process has been optimised for Internet Explorer and Firefox browsers so you might encounter technical difficulties if using other web browsers. It is strongly recommended that you use either Internet Explorer or Firefox.

How much detail do I need to give about myself?

The more specific detail you provide, the easier for us to get an accurate idea of your experience and hence easier for us to identify the kind of projects that you could be suitable for.

Any tips on what I should include in my application?

The system stores a large number of adviser profiles on its database. In order to identify advisers for a specific project, we search on the database using key words. So to ensure that you are considered for all projects that are relevant to your experience and expertise, please ensure to mention all relevant key words in your profile. The search function scans all the profiles and it will pick up on key words regardless of where in your profile you choose to mention them.

Do I need to provide any referees?

We generally do not require references, but you may upload a scanned original reference, with signature and contact details, to the supporting documents section. We may request references from you after reviewing your application, in case we have difficulty determining which type of projects you would be suitable for.

Are there any specific application periods?

We have a rolling registration for our database of advisers, so you are welcome to apply at any time of the year.

Can I make any amendments to my application once I have submitted it?

Yes, once you have registered and created a profile, you can subsequently update that profile, using your email-address and password. Please go to ebrd.appiancloud.com and log in using your email address and password. Should you have forgotten your password, please use the 'forgot password' link on the login page. Once you are logged in, click on ' MIS', and your 'primary email address'. You can now see your profile and amend it by clicking on '1. Modify Advisor' on the top left.

Can I submit my application by post?

No, we need you to use our online system.

How will I know if my application is successful?

Once you have submitted your contact details, you will receive a confirmation e-mail instructing you to complete your adviser profile. Once you have done this, we will review your profile as soon as possible and inform you via e-mail if you will be contacted for a brief interview (in person or by telephone). If you are short-listed for a project, you are always interviewed.

Will I hear if my application isn't successful?

Yes, we inform all our applicants of the outcome of their applications.

Working as an adviser

What fee rates can I expect when working for?

We have a standard non-negotiable fee structure, fixed at EUR 500/day for both Senior Advisers and Specialists. Daily allowances are in accordance with European Union's approved country rates (subject to changes as per official semi-annual updates by the European Commission). International travel expenses are also reimbursed.

Do you provide travel insurance for project-related travel?

When you are travelling within your contract are you covered by the Emergency Medical Insurance policy. You should ensure that you also possess full personal travel insurance cover at all times, as our insurance only covers emergency medical assistance.

If my application is successful, can I expect an assignment in the near future?

We aim to engage our new advisers on projects, but there is no guarantee that we can involve you on a project straight away. There are a large number of advisers registered with us and we always aim to match a client company with the best possible advisory team. The opportunities for assignments are determined by which sectors and countries we work with. For each and every project we search on our database for a short-list of suitable candidates that matches the objectives for the project. Client companies as well as our staff review the suitability of the advisory team.

How much time am I expected to dedicate to assignments?

A project lasts approximately 12-18 months, during which time the Senior Industrial Adviser (SIA) visits the enterprise about once every second month, for around a week. The Specialist adviser can be involved for the total duration of the project, or only during a shorter period of time.

Contact us - questions and queries

Who can I contact for further information?

All queries should be e-mailed to advisers@ebrd.com. If you want us to give you a ring back, please leave your contact details and a member of our team will try to get back to you as soon as possible

I am registered already, how can I log into my profile?

Please go to ebrd.appiancloud.com and log in using your email address and password. Should you have forgotten your password, please use the 'forgot password' link on the login page. Once you are logged in, click on ' MIS', and your 'primary email address'. You can now see your profile and amend it by clicking on '1. Modify Advisor' on the top left.