



**IFC**

**International  
Finance Corporation**  
World Bank Group

# IFC 2010

**Creating Opportunity  
Where It's Needed Most  
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HR Account Manager**

# The World Bank Group



**The International Bank for Reconstruction and Development**  
Established in 1945  
184 Members



**The International Development Association**  
Established in 1960  
164 Members



**The International Finance Corporation**  
Established in 1956  
175 Members



**The Multilateral Investment Guarantee Agency**  
Established in 1988  
163 Members



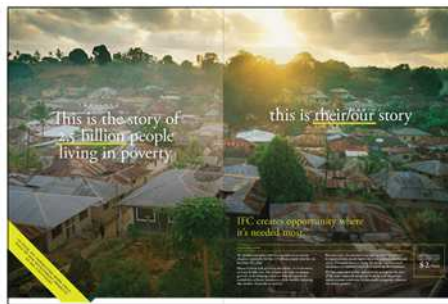
**The International Centre for Settlement of Investment Disputes**  
Established in 1966  
139 Members

## World Bank Group Institutional Roles

- **IBRD** lends to governments of middle-income developing countries
- **IDA** provides concessional loans to governments of the poorest developing countries
- **MIGA** provides guarantees to foreign investors against noncommercial risks

# Who We Are, What We Do

- IFC is the only global multilateral institution focused exclusively on the private sector – **the global leader** in private sector development finance
- Driven by our **vision** and **purpose**, we make a unique contribution to **development**
- We invest, advise, mobilize capital, and manage assets – providing **solutions** for an inclusive and sustainable world
- We create opportunity for **people** – improving lives in poorer countries



# A Valuable Partner

We are well positioned to help clients manage economic crisis, downturn, and opportunity.

## We offer

- A strong financial position, strategy, staff
- Low leverage ratios, prudent risk management policies
- A long-term partnership perspective, providing clients important countercyclical financing when commercial banks cut back
- The expertise and experience needed to make a difference, focusing on innovative transactions where our development impact is the highest – creating opportunity where it's needed most



A five-part set of principles that defines and solidifies IFC's culture and brand, advancing IFC's strategy for a more inclusive and sustainable world.

- Our vision
- Our core corporate values
- Our Strategic Process
- Our purpose
- The way we work

## Our Vision

*That people should have the opportunity to escape poverty and improve their lives*

We foster sustainable economic growth in developing countries by supporting private sector development, mobilizing private capital, and providing advisory and risk mitigation services to businesses and governments.

# Our Core Corporate Values

- Excellence
- Commitment
- Integrity
- Teamwork



# Our Purpose

**IFC's Purpose** is to create opportunity for people to escape poverty and improve their lives by

- Promoting open and competitive markets in developing countries
- Supporting companies and other private sector partners where there is a gap
- Helping to generate productive jobs and deliver essential services to the underserved
- Catalyzing and mobilizing other sources of finance for private enterprise development

**In order to achieve its purpose, IFC offers development impact solutions through firm-level interventions (direct investments, advisory services, and the Asset Management Company), standard-setting, and business enabling environment work.**

# Our Strategic Process

IFC has a structured and inclusive approach to strategy setting, sharing a common process and language:

- We first consider the external environment to see how we can help clients succeed
- We then draw on the global knowledge and local know-how of IFC staff
- We work in a unified way to achieve our goals
- We look for partnership opportunities to maximize development impact

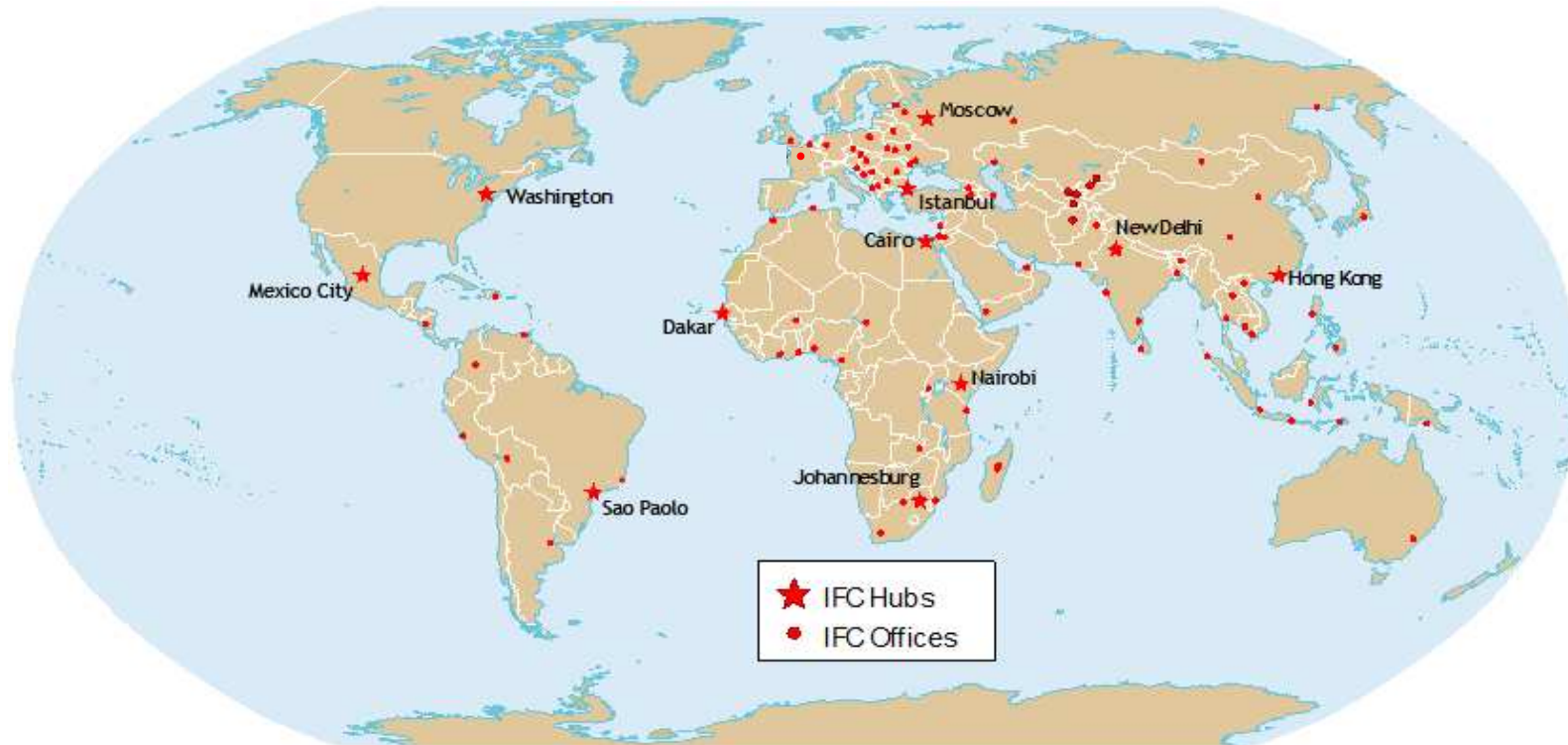
# The Way We Work

Statements about the way we aspire to work provide direction and context for how we exhibit our values in our daily operations and activities, including:

- We help our clients succeed in a changing world
- Good business is sustainable, and sustainability is good business
- One IFC, one team, one goal
- Diversity creates value
- Creating opportunity requires partnership
- Global knowledge, local know-how
- Innovation is worth the risk
- We learn from experience
- Work smart and have fun
- No frontier is too far or too difficult

# IFC's Global Reach and Staff

Headquarters in Washington, DC



**Roughly 3450 staff:**  
based in 102 cities in 86 countries  
including 41 of the poorest Countries (those served by IDA)

**Staff represents:**  
135 countries  
including 53 IDA nationalities

54% of staff based in the field  
(up from 43% in FY04)

63% of all staff coming from developing countries (54% at officer level and higher)

# Career Opportunities

- Recruitment Programs:
  - *Summer internship program*: candidates enrolled in post-graduate program; duration 4 to 12 weeks; apply Dec/Jan of each year
  - *Global Transaction Team program*: candidates with MBA, Master in Finance or equivalent; 2-year rotational program in different industries or regions; requested are Bachelor's degree and 4+ years experience in finance; apply August/September of each year
- Mid-Career Recruitment
  - *Investment operations*: Investment Officers developing, structuring, negotiating and closing investment
  - *Operational Support*: providing expertise in Corporate Governance, Legal, Industry expertise, Economics, Environmental and social development
  - *Corporate Support*: serving as the backbone of IFC operations and strategy for Portfolio management, Financial operations, Human resources, Information technology, Risk management, Treasury, Communications, Controllers and budgeting
  - *Advisory Services*: adding value to private sector investments managing projects and programs for: Access to Finance, Corporate advice, Environmental and social sustainability, Infrastructure, Investment climate

The majority of positions are based in the field

• [www.ifc.org/careers](http://www.ifc.org/careers)

# What does IFC look for in its people?

- Technical expertise
- Client and Results Orientation
- Business Judgment and Analytical Decision Making
- Building and Sharing Expertise
- Teamwork and Communication
- Leadership potential
- Commitment to the IFC mission
- Fluency in English and proficiency in other languages, preferably: Arabic, Chinese, French, Portuguese, Russian or Spanish
- Enthusiasm for working in a multicultural environment
- Geographical mobility and willingness to work in the field

# Creating Opportunity

*for extraordinary professional growth*

- Team-based work with diverse group of highly qualified and motivated professionals
- Truly global experience
- Dynamic and challenging environment
- Corporate commitment to learning
- Competitive remuneration and benefits package



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