

KOREA-LAC TECH CORPS PROGRAM

Korean Tech Corps (KTC) - Frequently Asked Questions (FAQ)

- **Application and selection process**

1. Is there a limit to the number of applications that one candidate can submit?

→ Each candidate is allowed to apply for up to three KTC positions. The application process shall be completed separately for each position.

2. What is the expected timeline for the selection process after the application?

→ We will review and evaluate all applications presented within the published deadline for submission. On the other hand, the general timeline for the entire selection process would be subject to the number of applications submitted. Based on the pre-screening results, eligible candidates will be invited to an interview where we will test English proficiency and technical skills. Once the technical screening processes are finalized, selected KTCs are expected to be hired and deployed to the respective countries in the first quarter of 2024.

3. How does the IDB assess each candidate's level of language proficiency, Is there any language certificate required for the application?

→ We do not require a specific language certificate for the application. Nonetheless, all KTCs are required to be proficient in English. Thus, we will test the English proficiency during the interview.

4. Can a candidate, who partially meets the program's requirements listed on the Terms of Reference (TOR), still apply for the KTC positions?

→ Applicants must meet the eligibility criteria of Citizenship, Age, Consanguinity and Affinity, Lack of Criminal Charges, and Language as specified in the TOR and Application Form. Applicants who do not meet any of such eligibility criteria cannot apply for any of KTC positions, otherwise, they will be immediately disqualified during the pre-screening process. Applicants' self-declaration of English proficiency and technical and core competencies will be assessed during the interview as described in Question 2.

5. When and how will the shortlisted candidates be invited to the technical interview?

→ We will inform HRD Korea, the Bank's partner agency for the program's recruitment and promotional activities, regarding the candidates to be invited to the interview once the pre-screening is completed. Based on that information, HRD Korea will contact

the shortlisted candidates to inform them and coordinate logistics for the interview. The information of shortlisted candidates to be invited for interview is expected to be provided between the last week of October and the first week of November. However, the said timeline may vary, subject to the number of submitted applications.

6. Could you provide more details about the interview to be carried out?

- A panel interview is expected to be conducted in Korea for a further evaluation of each candidate's profile in accordance with the TOR of each KTC position. The interview will assess general core competencies, technical competencies, as well as English proficiency.

7. In case the interview takes place in Korea, how can the candidates abroad have an interview? Will video or phone interviews be available?

- We consider organizing two-way video or phone interviews in case a shortlisted candidate resides abroad. The decision to organize those interviews will be subject to the availability of logistical arrangements.

8. Which organization will be in charge of the screening and interview process: the Bank itself or the IDB's Partner Institutions described in the TOR?

- Since KTC will be hired as the Bank's consultants, the selection process, including the screening and interview, will be carried out by the Bank, consistent with its policies and procedures. To ensure the best matching between the specific needs for each position, the IDB's Partner Institutions may be contacted during the process as needed.

9. Which organization will be in charge of the administrative procedures for the hiring process of the selected KTC: the Bank itself or the IDB's Partner Institutions described in the TOR?

- Selected KTC will be hired as Bank's consultants; thus administrative procedures relevant to this process will be carried out consistent with the Bank's policies and procedures. Pursuant to applicable policies, the Bank is expected to submit a visa or work permit request to the respective country's immigration authorities, but the granting of the visa or permit is at the discretion of the country's authorities. If a selected candidate cannot obtain a visa or work permit to render services to the Bank for any reason, the offer will be rescinded.

- **Work conditions**

1. What would be the expected range of salary and other benefits applicable for the selected KTC?

- The selected KTC will receive international competitive fees and applicable benefits

as per the Bank's policy such as travel from and to Korea (one-way Economy Airfare as Relocation Allowance and one-way Economy Airfare as Repatriation Allowance), health insurance allowance and language program. Fees may vary slightly depending on the circumstances of each case and the qualification of each candidate. The specific information will be provided at the hiring stage.

2. Is there any logistical support to be provided to the selected KTC for their smooth adaptation such as accommodation or other relevant programs?

- Pursuant to the Bank's policies, accommodation will not be included in the benefits, but information may be provided, if applicable, during the pre-departure training in Korea and/or the first phase of insertion in the respective destination countries. During the said phase of the insertion of KTC's tenure, orientation sessions are expected to be provided for cultural and professional immersion.

3. I noticed that selected KTC will be trained in the Bank Country Offices for up to the first three months. What programs are expected to be provided during this period?

- The insertion phase (1-3 months approximately) is contemplated to allow for cultural adaptation, the study of the local language, and the obtaining of knowledge of the Bank's activities. The duration and specific details of this phase may vary depending on the profile of each selected KTC, the requirements of relevant programs, and local availability in the respective country.

4. where the KTC are expected to work primarily?

- The KTC may primarily work at the respective Bank Country Office during the first phase of insertion and at the IDB's Partner Institution described in the TOR during the second phase of labor insertion. The duration of these phases and the actual location of daily work may be determined based on the profile of each KTC and the need of specific project(s) the KTC will participate in.

5. After the termination of a one-year contract, is it possible to extend the working period?

- At this moment, the program does not contemplate extensions. Considerations for any extension will be subject to a review of the business needs, the availability of resources, and the performance of each KTC and in any case will be subject to the applicable Bank's policies and procedures.