



*Alieu Badara Demba*

Alieu Badara Demba is a strategic Human Resources and Policy executive with 20+ years' experience providing intellectual leadership, operational management, and ultimately transformation of HR services and policies in a well-respected international organization. Demba has set himself apart in his ability to conceptualize and solve complex business and organizational problems, including review of compensation, benefits, resources, variety of organizational design, and simplification of policies. Demba has deep experience in negotiating with senior executives and was the Deputy Director, Human Resources Department, at the International Monetary Fund (IMF) in Washington DC.

Demba spent his early career (1983 to 1985) working with USAID on the creation of the Management Development Institute (MDI) project in The Gambia. Then in 1990, he joined the IMF as a Human Resources Officer. He subsequently moved up through the ranks to head the IMF's Recruitment and Staffing Division, a role where his own cross-cultural academic and professional experiences guided his global approach and diversity philosophy on hiring an international workforce. Furthermore, his front-line experience in several departments at the IMF (African Department, Strategy Policy and Review Department, European Department, and Human Resources Department) refined his deep knowledge and understanding of organizational culture and knowledge of economics and financial market operations.

Demba was responsible for the IMF's employment policy, the IMF Economist Program, and had oversight responsibility for a number of IMF strategic human resources programs. He was heavily engaged in the IMF's challenge to ensure an exceptional workforce in order to respond to global economic challenges, as well as assisting the IMF to meet the demands from its 189 member countries. Throughout his tenure at the IMF, he has traveled extensively to Africa, Asia, Middle East and Europe.

Demba holds an MBA from Marshall University and a Bachelor of Science degree in Economics-Business Administration from Fairmont State University.

## ALIEU BADARA DEMBA

The Gambia ■ USA ■ [Alieudemba@gmail.com](mailto:Alieudemba@gmail.com) ■ 571-278-7155

**SENIOR HUMAN RESOURCES EXECUTIVE** with 20+ years' experience providing intellectual leadership, operational management, and ultimately transformational change of HR services and policies in a large (4K+ staff) matrix organization. Successfully partnered with executive team, senior management, and business partners to lead multiple modernization reforms including compensation and benefits, employment policies, and HR service delivery models with an infusion of technology, and business solutions:

- ✓ Spearheaded the management and improvement of HR systems and processes to enable organizational scale by transitioning to a HR shared services model and establishing HR Centers of Expertise (COEs) to provide comprehensive HR support to employees and management while optimizing the employee experience and reducing costs.
- ✓ Provided strategic direction and guidance to HR programs (20+) and managers (300+) to ensure high quality of products, development of policies, and delivery of HR services and programs enterprise wide;
- ✓ Executed an improved performance management strategy and program enhancing the annual performance and compensation processes to create a culture of high performance, frequent feedback, learning, and manager development to engage employees around the critical priorities for the institution and identify and target high-potential staff.
- ✓ Led a reform of the Fund's recruitment and appointment process as part of the Fund's Human Capital Management Project (HCM) requiring: (i) defining the Fund's recruitment strategy in a post downsizing era; (ii) introducing a new applicant tracking system; (iii) and restructuring the Recruitment Division.
- ✓ Provided significant contributions to the complex review of the Employment, Compensation and Benefit Review (ECBR) to recommend strengthening the IMF's employment framework with a more effective and modernized compensation package for all staff.

## PROFESSIONAL HISTORY

<b>International Monetary Fund (Fund), Washington, DC</b>	<b>1990 – Present</b>
▫ Deputy Director, Human Resources (HRD)	2015 – Present
▫ Assistant Director, Strategy Policy and Review (SPR)	2012 – 2015
▫ Senior Human Resources Manager/Senior Budget Manager (SPR)	2009 - 2012
▫ Division Chief, Talent Acquisition (HRD)	2007- 2009
▫ Deputy Division Chief, Talent Management (HRD)	2004- 2007
▫ Human Resources/SR. Human Resources Officer, Staff Development	1990 - 2003

## EDUCATION

- M.B.A., Management -- Marshall University, Huntington, WV
- B.A., Economics -- Fairmont State University, Fairmont, WV

## KEY PROFESSIONAL CONTRIBUTIONS

---

**LEADERSHIP.** Provided strategic, intellectual and operational leadership in partner with the executive leadership team to analyze and prioritize the critical business challenges faced by the organization. Guided the preparation of HRD's accountability framework, managed department budgets (\$20 to \$42M) to ensure adequate resources to deliver work programs; guided leadership staffing and development and developed and implemented the change management framework.

**SHARED SERVICES/COE.** Provided direction and supervision to HR Centers of Expertise comprised of a high performing HR team of over 100 staff. Guided and supported team, managers, and other employees at all levels of the organization in their growth, mobility, relationships and health of the individuals and organization through effective coaching skills.

Supported the development and execution of all business-side initiatives and projects, i.e. performance and productivity management, compensation, learning and development, talent management and acquisition, and onboarding to ensure informed and efficient solutions based on best practice, data, and understanding of the business needs.

**TALENT.** Focused on quality and depth of talent through spearheading innovative recruitment and retention programs, as well as, leading through several changes of major business restructuring (700 reduction in force) and transformation (implementation of new structures, roles, and processes aligned to shifting business demands) that ensured organizational readiness to achieve targeted business objectives. Evaluated the impact of long-range planning of new programs/strategies in order to attract, motivate, retain and grow talent, and developed Fund-wide staffing strategies formulation and led recruitment of department directors.

Reviewed and developed major HR policies, including Annual Performance Exercise (APR), Promotion Policy, and employment and appointment policies, and led and managed the IMF severance budget and allocation. Led board paper on Recruitment & Retention, highlighting recruitment activities and strategies to the Executive Board.

**PERFORMANCE.** Led an IMF-wide task force on improving performance management resulting in overseeing a highly integrated performance management system steering the institution to measuring performance based on specific, timely, and on-going feedback. Improved managers understanding of staff strengths and areas for improvement while allowing for better tracking and learning in building critical skills and competencies.

**SUCCESSION.** Implemented a framework for assessing and developing organizational talent at the executive level in an effective and systematic manner to include executive assessments, mobility strategies, high potential identification, as well as, a leadership development strategy to strengthen the leadership skills of current leaders and increase the effectiveness of leadership teams.

**EQUITY, DIVERSITY AND INCLUSION.** Champion and leader in providing strategic, integrated direction and consultation on major institutional issues regarding diversity, inclusion, equity initiatives, and cultural understanding to foster and affirm an inclusive business culture grounded in trust, integrity, and respect.

