

**Annex II: Staff salary structure effective 1 January 2014**

<b>Internationally recruited staff salary structure (in United States dollars)</b>				
<b>Level<sup>1</sup></b>	<b>Description</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
IS1	Young/Junior Professionals	74,100	81,500	88,900
IS2	Young/Junior Professionals	82,500	94,900	107,300
IS3	Specialist or equivalent	92,200	108,300	124,500
IS4	Specialist or equivalent	108,900	128,000	147,000
IS5	Senior Specialist or equivalent	123,000	147,600	172,200
IS6	Principal Specialist or equivalent	145,300	174,400	203,400
IS7	Manager/Advisor or equivalent	167,600	201,100	234,600
IS8	Director or equivalent	196,300	235,500	274,800
IS9	Deputy Executive Director or Senior Director	229,600	269,800	310,000
IS10	[Executive Director] <sup>2</sup>	257,800	290,000	322,300

<b>Locally recruited staff salary structure (in Korean won)<sup>3</sup></b>				
<b>Level</b>	<b>Description</b>	<b>2014</b>	<b>2014</b>	<b>2014</b>
		<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
A	Clerk	30,900,000	44,100,000	57,300,000
B	Junior Assistant	35,600,000	50,800,000	66,000,000
C	Assistant	41,100,000	58,700,000	76,300,000
D	Senior Assistant	49,300,000	70,400,000	91,500,000

<sup>1</sup> Salary levels IS1-IS6 correspond to professional levels of increasing responsibility. Salary levels IS1 and IS2 are generally only used for young professionals or other special appointments. Levels IS3 and IS4 are normal entry level positions. Levels IS5 and IS6 correspond to senior and principal specialists who are leading technical experts in a given field. Levels IS7-IS10 are management positions.

<sup>2</sup> The Executive Director is hired at the level of Vice-President in a multilateral development bank. For salary purposes only, and except as may otherwise be approved by the Board, the salary of the Executive Director shall be within the range for IS10.

<sup>3</sup> As ADB currently does not have a published local salary scale for the Republic of Korea, it is proposed to use as a proxy for such staff the World Bank's salary scale that is based on very similar principles as those applied by ADB.