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Professional development



The professional development of the NBM's employees is one of the priorities of the National Bank's Staff Policy in order to ensure an increased level of expertise in the NBM's areas of activity.

The professional training of employees is based on the provisions of the Labour Code, including at least 2% of the salary fund is allocated annually for the professional training of employees.

At the same time, the planning and approval of professional training plans is carried out jointly with employees' representatives.

Legal aspects of the professional development process in the National Bank of Moldova are provided by the NBM's Internal Regulations.

In the NBM, employees benefit from several forms of professional development, organized internally or externally, such as: conferences, workshops, seminars, long-term training courses, e-learning courses, and others.

Annually, more than 70% of NBM employees benefit from various forms of training in order to ensure the development of professional skills and increase the NBM human capital. Training events are selected according to individual and institutional professional development needs, based on training programs offered by development partners, as well as by ensuring internal knowledge transfer.

Internal knowledge transfer is achieved through the organization of seminars and presentations made by the NBM experts, aligned in particular with the NBM objectives. In general, the sessions are conducted online, with access for all NBM staff and the knowledge-building sessions are also organized at the departmental level. Internal trainings facilitate the transfer of knowledge from specialized subdivisions to employees of other subdivisions on various areas of the central bank's activities, such as:

- payment systems;
- research, forecasting and financial stability;
- human resources management;
- external cooperation and European integration;
- management of foreign exchange reserves;
- banking supervision;
- and others.

At the same time, NBM employees participate in external trainings in various fields, conducted by the development partners and specialized organizations, such as: the International Monetary Fund, central banks of other countries and organizations specialized in training dedicated to the banking sector.

The NBM also focuses on the development of managerial and leadership skills, thus the Leadership and Management program was carried out in 2020-2021 and in 2023, the "NBM LearnOrgLab" project - institutional transformation into a learning-oriented institution.

Within the project framework, various learning initiatives are carried out such as thematic workshops, study visits and different learning products are created. Coaching sessions are also held with the aim of developing managerial skills and intradepartmental cooperation.

In order to retain employees as well as to attract new employees, BNM offers in addition to extensive opportunities for professional and personal development:

- Professional experience in a central bank;
- Modern and friendly work environment;
- Flexibility in the work schedule;
- Competitive salary package;
- Dynamic atmosphere in a team of professionals.

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