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Reforming Master Programmes in Finance in Armenia and Moldova / REFINE

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An Erasmus+ Capacity Building Project (2017-2020)

Topic: Educational and HR challenges for National Bank of Moldova

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of Applied Sciences



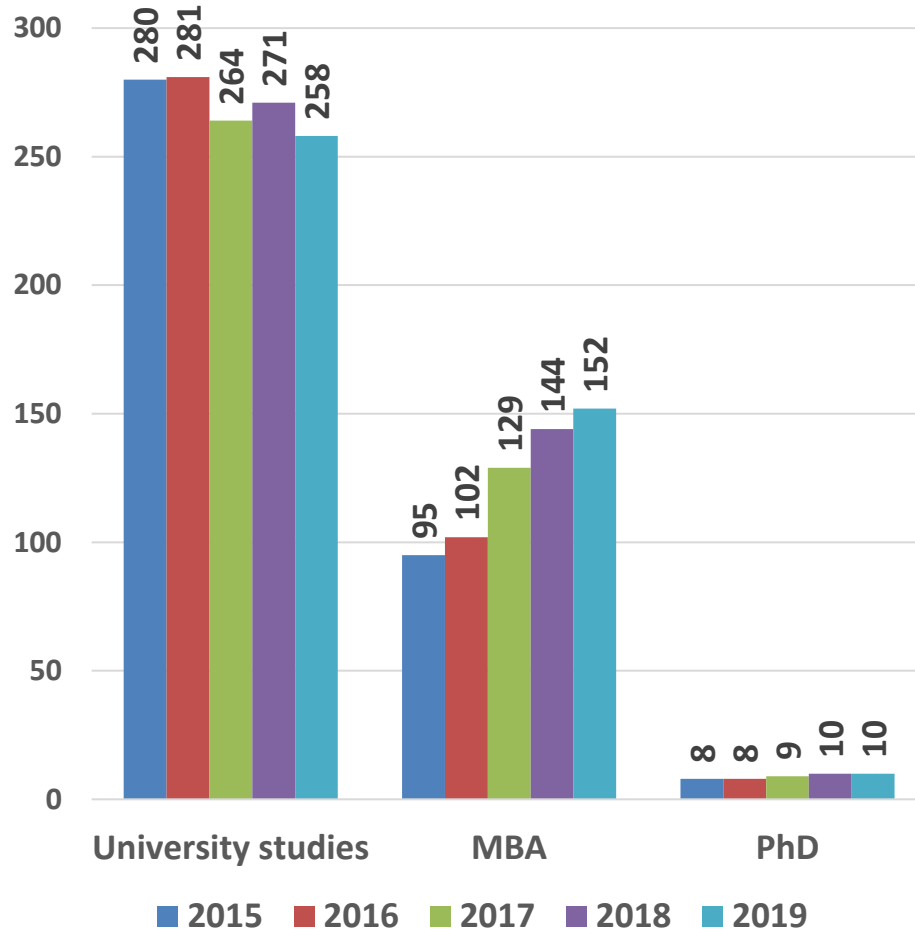
ARMENIAN STATE
UNIVERSITY OF
ECONOMICS



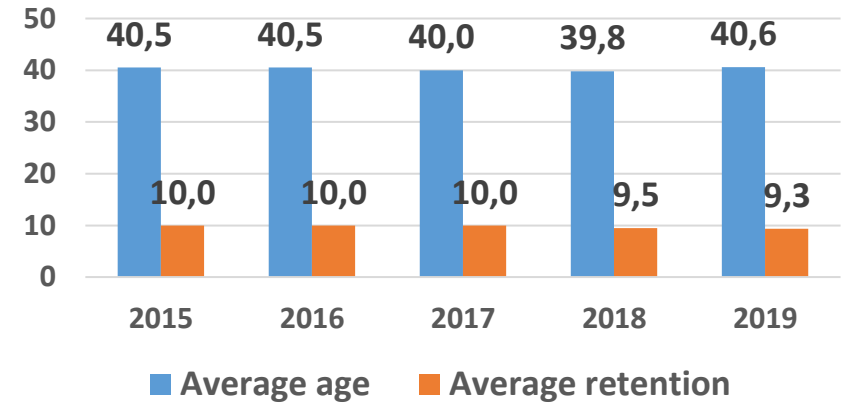
HR analysis in NBM



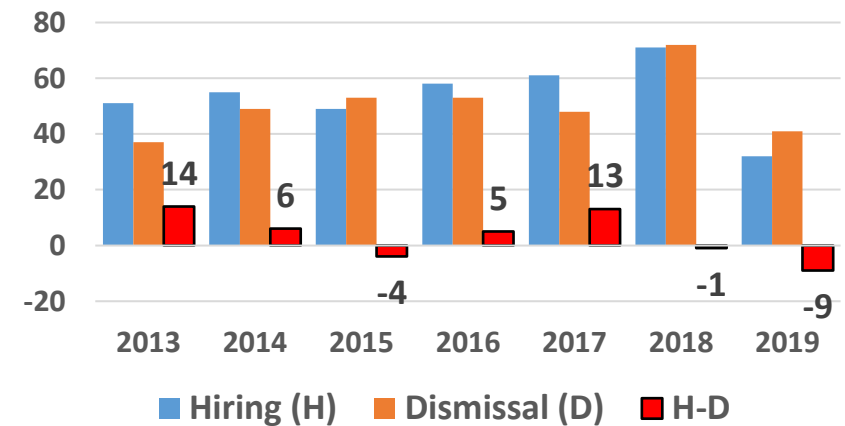
Level of education



Average age and retention



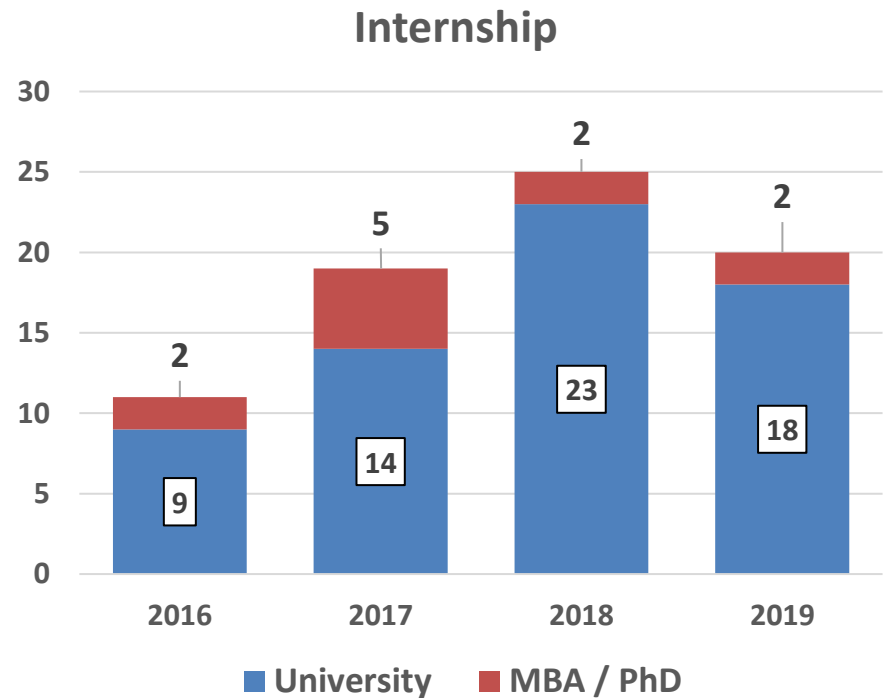
Hiring and Dismissal



Knowledge requirements



1. Banking supervision
2. Monetary policy
3. Forex operations
4. Payment Systems
5. IT
6. Statistics



Knowledge, skills or competence requirements



1. Capacity to learn
2. Communication – verbal and written
3. Concern for quality
4. Capacity for analysis and synthesis
5. Capacity for applying knowledge in practice
6. Research skills
7. Ability to work in an international context



Fields for improvement

1. Capacity to adapt to new situations
2. Capacity of applying knowledge in practice
3. Anticipation and visionary focus
4. Attention to details
5. Problem solving
6. Information management skills
7. Capacity for analysis and synthesis
8. Ability to work autonomously
9. Basic knowledge from the related fields

How to improve ...



1. Continuous adjustment of educational program with the employers' requirements
2. Fin-tech and Hi-tech alignment
3. Enlarge and extend internship programs
4. Specific topic – specific teacher
5. Thesis topic – employers' requirement or domain of activity



Thank you!