



## **VACANCY CIRCULAR NO. 2 OF 2016**

**The Competition Authority** is constituted in terms of Section 4 of the Competition Act of 2009. The main purpose of the Authority is prevention of, and redress for anti-competitive practices in the economy. The Authority requires the services of knowledgeable, highly skilled and self-driven citizens to apply for the following position:

### **POSITION TITLE: Director, Investigations and Research Analysis**

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#### **MAIN PURPOSE OF THE JOB**

To manage, direct and coordinate the operations of the Investigations and Research Analysis Department, ensuring mechanisms to enable the Authority to investigate, monitor and assess anti-competitive practices in the business community and public sector enterprises. Establish policies and strategies to facilitate enforcement in accordance with the Competition Act, to ensure the prevention, redressing and removal of unfair competition practices and behaviours in the economy.

Conducts market studies and research to provide data for the Authority to make informed decisions regarding the competition focus and strategy in the economy.

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#### **KEY PERFORMANCE AREAS**

- Appropriate identification and investigation of potential anti-competitive practices from the business community and public sector enterprises, involving cartels (horizontal agreements), distribution agreements (vertical integration) and abuse of dominance.
- Policies and strategies for the investigation, prevention, redressing and removal of anti-competitive practices in the business community and public sector enterprises.
- Effective utilisation of the substantial lessening of competition test, abuse of dominance test and public interest considerations for the assessment of anti-competitive practices and behaviours.

- Undertake research on the effectiveness of competition in sectors of the economy; and also carry out such studies in order to provide relevant, reliable and valid information mainly for decision making or advisory opinions to Government in competition matters.
- To hold consultations with stakeholders in different sectors about competition issues in order to keep the organisation abreast of the market and industry environment.

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## POSITION REQUIREMENTS

Education:	<p>A Degree in a relevant social science such as Economics, Marketing Research, Business Administration, Commerce, Law or any related field.</p> <p>A Master's Degree in a relevant field would be an added advantage.</p>
Experience:	<p>At least ten years post qualification experience in a relevant field, three of which should be at a management level.</p> <p>A demonstrable track record of extensive experience in leading and managing investigation teams.</p> <p>Knowledge of economic research and competition law would be an added advantage.</p>
Competencies:	<p>Strategic Planning, Business Acumen, Systems Evaluation, Analytical Skills, Results Oriented, Critical Thinking, Judgement and Decision Making, Initiative, Negotiation and Advocacy, Relationship Management, Change Management, Project Management, Impact and Influence, Leadership and Management, and Teamwork.</p>

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**Remuneration and Terms:** The position is on a fixed term contract basis. Competitive remuneration and terms as contained in the Employment Contract and the General Terms and Conditions of Service of the Competition Authority await the right and most suitable candidate.

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**Method of Application:** Candidates who meet the requirements for the above mentioned positions should apply and enclose a comprehensive curriculum vitae, certified copies of certificates, copy of Omang and at least two work related references from current and previous employers. All applications should be addressed to:

**Chief Executive Officer  
Competition Authority  
Private Bag 00101  
Gaborone**

**Or Hand Deliver at:**

Plot 28, Matsitama Road, Main Mall, Gaborone  
Old BEDIA Building  
Behind South African High Commission

For more information regarding this position, please contact the Human Resources Office at 3934278.

**Note:** *The Competition Authority will enter into correspondence only with shortlisted candidates.*

**Closing date:** 15<sup>th</sup> June 2016