



VACANCY CIRCULAR NO. 3 OF 2015

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 practises in the economy, and the removal of constraints on the free play of competition in the market. The Competition Commission (the Authority's Board) is looking for an astute leader who will move the Authority to new heights by delivering sustainable improvements in operational performance.

Position Title: Chief Executive Officer

Main Purpose of the Job:

Reporting to the Competition Commission (the Authority's Board), the individual will provide visionary direction and leadership in initiating, developing and implementing policies, strategies and programmes which will facilitate the prevention of, and redress for, anti-competitive practices in the economy of Botswana, and the removal of any acts or arrangements that affect the free play of competition in the market.

The individual will also provide the strategic framework of the key functions of the Authority, being enforcement and advocacy in accordance with the Competition Act as amended from time to time, to ensure the prevention, redress and the removal of unfair competition practices which may affect economic growth, development and diversification, through anti-trust/anti-monopoly or Competition Law.

He/she will pro-actively advocate and influence the social, political and economic environment to enable the business sector to flourish and prosper in a free market environment which support the National Competition Policy of 2005; to assist in creating fair business opportunities for both local and foreign firms, address unemployment, promote the growth of citizen-owned SMMEs and other Government initiatives to diversify the economy.

Key Performance Areas

1. Fair business opportunities for local and foreign firms.
2. Systematic, transparent and accountable strategies and principles conducive to and responsive to fair competition.
3. Research as an impartial arbitrator to provide more transparent and accountable market behaviour from government, parastatals and private sector.

4. Enhanced competition culture in the economy.
5. Advocacy and appreciation for Competition Law and its benefits to business in Botswana.
6. Effective enforcement of competition law with decisive follow up, investigations and interventions against breaches.
7. Enhanced multilateral framework on competition law and policy, including bilateral and regional agreements that provide for cooperation arrangements in cross-border anti-competitive trade practices.
8. Effective human resource management processes and systems, skills development and succession planning.

Position requirements

Education:	<p>A Bachelor's degree in Law, Economics, Business Administration, Commerce, Communications, Public Administration or a related field.</p> <p>A Master's degree in a related field would be an added advantage.</p>
Experience:	<p>At least 10 years broad based post qualification experience in a relevant field with demonstrable leadership at a senior managerial level;</p> <p>Experience in leading, managing and delivering complex projects within defined resources and defined timelines; and</p> <p>Experience working with senior decision makers, and leading and motivating mixed professional teams in the delivery of high quality, timely outputs, managing staff performance and developing talent.</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>

Remuneration and Terms: The position of CEO 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.

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

**Chairperson – Human Resource Committee
Competition Commission
Private Bag BO 23, Bontleng
Gaborone**

Or Hand Deliver at:
Competition Authority Headquarters
Registrar and Advisor to the Commission
Plot 28, Matsitama road
Old BITC Building
Main Mall, Behind South African High Commission

Applications sent through fax will not be considered. For more information regarding this position, please contact the Registrar and Advisor to the Commission at 3934278.

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

Closing date: 26th August 2015