



**COMESA Competition Commission**  
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**Common Market for Eastern  
and Southern Africa**

## **CALL FOR APPLICATIONS FOR THE POST OF DIRECTOR (P5) OF THE COMESA COMPETITION COMMISSION**

### **INTRODUCTION AND BACKGROUND**

The COMESA Competition Commission (the Commission) is an institution established under Article 6 of the COMESA Competition Regulations (the Regulations). The Commission has the legal capacity required for the performance of its functions under the Regulations in the territory of each COMESA Member State.

The Commission's core mandate is to promote and encourage competition by preventing restrictive business practices and other restrictions that deter the efficient operation of markets, thereby enhancing the welfare of the consumers in the Common Market, and to protect consumers against offensive conduct by market actors.

Pursuant to Article 9 of the Regulations, the Commission would like to recruit the Director to head the Commission. Therefore, applications are invited for the position from suitable candidates from the COMESA Member States.

### **1.0 THE POSITION**

<b>Job Title:</b>	<b>Director; COMESA Competition Commission</b>
<b>Reporting to:</b>	<b>Board of Commissioners</b>
<b>Grade:</b>	<b>Professional, Level 5 (P5)</b>
<b>Salary Scale:</b>	<b>COM\$70,654 – COM\$83,375 per annum plus allowances.</b>
<b>Duty Station:</b>	<b>Lilongwe, Malawi</b>

### **2.0 PURPOSE OF THE JOB**

The Director shall be responsible for administering the Commission's affairs, funds and property and for performing any other functions that may be conferred or imposed upon him/her by or under the Regulations or that the Commission may delegate or assign to him/her. The Director shall perform his duties in accordance with the Commission's Code of Conduct, and upholding the Commission's Values, to achieve results in line with its corporate mission and goals.

### **3.0 FUNCTIONS OF THE DIRECTOR**

The Director shall perform his/her duties in accordance with the COMESA Competition Commission's Code of Conduct, and upholding the COMESA Competition Commission Values, to achieve results in line with the corporate mission and goals of the COMESA Competition

Commission. The Director shall apply the provisions of these Regulations with regard to trade between Member States and be responsible for promoting competition within the Common Market. In order to accomplish this, the Director shall:

- i) Monitor and investigate anti-competitive practices of undertakings within the Common Market, and mediate disputes between Member States concerning anti-competitive conduct;
- ii) Regularly review regional competition policy so as to advise and make representations to the COMESA Council of Ministers with a view to improving on the effectiveness of the Regulations;
- iii) Help Member States promote national competition laws and institutions, with the objective of the harmonization of those national laws with the regional Regulations to achieve uniformity of interpretation and application of competition law and policy within the Common Market;
- iv) Co-operate with competition authorities in Member States;
- v) Co-operate and assist Member States in the implementation of its decisions;
- vi) Provide support to Member States in promoting and protecting consumer welfare;
- vii) Facilitate the exchange of relevant information and expertise;
- viii) Enter into such arrangements as will enhance its ability to monitor and investigate the impact of conduct outside the Common Market but which nevertheless has, or may have, an impact on trade between Member States;
- ix) Be responsible for developing and disseminating information about competition policy and consumer protection policy;
- x) Co-operate with other agencies that may be established or recognized by COMESA to monitor and regulate any specific sector; and
- xi) Legally represent the Commission vis - a - vis third parties and the courts.

#### **4.0 QUALIFICATIONS**

The right candidate should:

- i) be a national of a COMESA Member State;
- ii) have an advanced degree (at least a Masters) in Law, Commerce, Economics, Business Administration or related field. A PhD in the relevant field will be an added advantage;
- iii) be older than 35 years by the closing date of the advert.

#### **5.0. EXPERIENCE**

- i) have a minimum of 15 years practical experience in competition law and policy, consumer protection, trade or other related fields;
- ii) enforcement of competition or consumer law at national or regional level is an added advantage.

#### **6.0 ATTRIBUTES**

The suitable candidate to be Director of the Commission should have the following attributes:

- a) must display and prove creativity in institutional strategic visioning; an appreciation of the vision, mission and objectives of the Commission and the role the Commission plays in realizing the single market integration agenda;
- b) must possess demonstrated qualities of success in leadership and management and must be able to manage and embrace change, proactively manages risks and lead operational improvements;
- c) must have proven abilities to mobilise and manage resources to achieve stated goals;
- d) must possess demonstrated experience in advocacy;
- e) must possess excellent interpersonal skills and the ability to interact with persons from diverse disciplines, perspectives and cultures;
- f) must have excellent oral and written communication skills;

- g) must be a team player who can inspire, direct and motivate staff;
- h) must have proficiency in English and/or French and/or Arabic.
- i) must have good computer skills; and
- j) candidates will be required to provide security clearance before appointment.

## **7.0 KNOWLEDGE OF LANGUAGE**

Candidates must be proficient in the English and/or French and/or Arabic. A combination of any two or all of these languages will be an added advantage.

## **8.0. ELIGIBILITY FOR APPLICATIONS**

Applicants should note that the Regulations specify that the Director shall:

- i) be a citizen of a Member State;
- ii) hold office for a term of five years and shall be eligible for re-appointment only for one further term of five years;
- iii) Commissioners of the COMESA Competition Commission shall not be eligible for appointment as Director of the Commission;
- iv) not have a criminal record.

## **9.0 SUBMISSION OF APPLICATIONS**

Applications **MUST** be submitted through the COMESA Coordinating Ministries of the respective Member States on the prescribed COMESA Application Form which can be accessed and downloaded from the COMESA website: <http://www.comesa.int/>, Opportunities, COMESA Job Application Format.

Applications submitted directly to the COMESA Secretariat or the COMESA Competition Commission will not be considered, and **ONLY** short-listed candidates will be contacted.

Applications must be addressed and submitted to COMESA Coordinating Ministries of the respective Member States for shortlisting.

## **10.0. FINAL DATE OF APPLICATIONS**

The applications **MUST** reach the COMESA Coordinating Ministries of the respective Member States by **Thursday, 5<sup>th</sup> November 2020**. Accordingly, short-listing reports from the Coordinating Ministries attaching all the relevant documents of the successful candidate should reach the address below by **Thursday, 19<sup>th</sup> November 2020**.

**The Chairman**  
**COMESA Competition Commission**  
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**Email: [Compcom@comesa.int](mailto:Compcom@comesa.int)**  
**Lilongwe**  
**Malawi**