



Common Market for Eastern
and Southern Africa

CALL FOR APPLICATIONS FOR TWO (2) PROFESSIONAL POSTS OF THE COMESA COMPETITION COMMISSION

The COMESA Competition Commission ("the Commission") is a regional body corporate established under Article 6 of the COMESA Competition Regulations ("the Regulations") promulgated under Article 55 of the COMESA Treaty. The Commission is responsible for promoting competition and enhancing the welfare of consumers in the Common Market. The main functions of the Commission are to monitor markets and investigate anti-competitive business practices, control mergers and other forms of acquisitions in the Common Market and mediate disputes between the Member States concerning anti-competitive conduct. The Commission commenced its operations on 14th January, 2013 and is located in Lilongwe, Malawi. More information can be obtained from the Commission's website <http://www.comesacompetition.org/>.

The Commission is looking to recruit suitably qualified nationals of the COMESA Member States to fill the following posts tenable at the Commission in Lilongwe, Malawi: Applications are therefore invited from suitably qualified and experienced professionals for the following positions:

S/N	NAME OF VACANT POSTS	GRADE	NO. OF POSTS
1.	Chief Economist- Research, Policy and Advocacy Unit	P4	1
2.	Senior Legal Officer-Research, Policy and Advocacy	P3	1

1. POST ONE- CHIEF ECONOMIST -RESEARCH, POLICY AND ADVOCACY UNIT

1.1 JOB DESCRIPTION

JOB TITLE:	Chief Economist-Research, Policy and Advocacy Unit
GRADE:	Professional Level 4 (P4)
SALARY SCALE:	COM\$58,731– COM\$ 70,654 per annum
UNIT:	Research, Policy and Advocacy under the Office of the Director
TENURE:	A fixed term of Four (4) years. Extension of contract is subject to availability of funds, performance of the contract holder and approval of successive annual Work Plans by the COMESA Competition Commission.
NUMBER OF POSTS:	One (1)
DUTY STATION:	Lilongwe
REPORTS TO:	Director
TYPE OF CONTRACT:	Commission's fixed term employee under professional service category

1.2 RESPONSIBILITIES

Under the supervision of the Director of the COMESA Competition Commission, the incumbent shall head the Research, Policy and Advocacy Unit and shall performs the following duties:

Research

- Conduct research on competition and consumer protection regulation issues and trends through compiling success stories, documenting areas of improvement and lessons learnt from other competition and consumer agencies globally;
- Participation in research surveys in liaison with relevant Divisions/institutions and assist Divisions in developing and strengthening more research work and policy paper work;
- Identification of research areas, develop research proposals and execution of research studies;
- Provide research input on the Commission's investigations in order to enhance evidence based decision making;
- Conduct market research, assessment, analysis of identified sectors to assist the Commission to understand market structures and identify anti-competitive practices for policy/enforcement purposes: e.g., the agriculture, construction, transport, banking and finance sectors etc;
- Keep abreast of local, regional and international competition and consumer trends that could effectively inform the Commission about varied industry statistics, market information or specific scenarios of market analysis for benchmarking purposes;
- Maintain an effective database of relationships and contacts of relevant stakeholders on competition, consumer and related matters;
- Carry out market inquiries, studies or surveys in order to identify market sectors prone to anti-competitive practices and screen out those where anti-competitive conduct is taking place to inform investigations;
- Conduct research on consumer matters in the Common Market to advise the Commission on sectors that need attention and inform policy;
- Interrogate the economic assessment on investigative reports on competition and consumer cases from other Divisions within the Commission;
- Identify sources of funding, and prepare proposals for submission to the Director;

Advocacy

- Advocate for compliance with the Regulations and advising the Director on matters related to competition and consumer protection, including managing relationships with international and regional stakeholders;
- Coordinate stakeholders' awareness in liaison with other departments;
- Manage education programs effectively in order to ensure exercise of stakeholder rights and obligations;
- Manage advocacy programs effectively in order to ensure implementation of decisions and recommendations;
- Manage project implementation effectively in order to ensure timely and prudent execution of project activities;
- Manage international liaison activities effectively in order to promote coordination and best practice;

Policy

- Study policies, procedures and programs of regulatory Authorities and other similar institutions in the Common Market so as to access their effects on competition and consumer welfare and publicize the results of such studies;
 - Participate in the review and implementation of processes and procedures; Participate in monitoring and evaluation of the Commission's Performance Contract activities and reporting as appropriate;
 - Make representations to the Director on matters relating to competition and consumer welfare;
 - Liaise with regulatory bodies and other public bodies in the Common Market in matters relating to competition and consumer welfare and advise the Director;
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- Submit performance reports of the Unit as required; and
 - Perform all such things as are incidental to the foregoing and/or as may be lawfully delegated by the Director.

1.3 REQUIREMENTS FOR THE POST

1.3.1 ACADEMIC QUALIFICATIONS

Must possess a Bachelor's Degree in Economics, Business Administration, Statistics or an equivalent qualification with a bias towards research. A minimum of Masters degree in Economics, Statistics or an equivalent qualification from a recognized institution. A PhD from a reputable institution in an appropriate discipline will be an added advantage. Qualification in competition and consumer matters will be an added advantage

1.3.2 EXPERIENCE

- A minimum of ten (10) years relevant experience in research and advocacy. The candidate should have such experience at senior level.
- Diverse experience in identifying research areas, development of research tools, report writing and dissemination of information.
- Specialist knowledge in using statistical packages
- Working experience at a national/regional consumer and/or competition authority will be an added advantage.

1.3.3 COMPETENCIES

- Excellent oral and written communication skills and ability to influence multi stakeholder processes.
- Excellent analytical skills particularly in interpreting, using, analyzing and presenting data and evidence.
- Accurate or intelligent demonstrable knowledge in advocacy, consumer protection, competition law, industrial organization or industry structures in any of the countries in the Common Market,
- Excellent Computer Skills.
- Demonstrated relationship management skills, including proven listening skills and sound business judgment,

- Ability to empower and inspire others to translate vision into results; identifies proactively strategic issues, opportunities and risks; establishes and maintains relationships with a broad range of people to understand needs and gain support for organizational direction; anticipates and resolves conflicts by pursuing mutually agreeable solutions; drives for change and improvement; does not accept the status quo; shows the courage to take unpopular stands.
- Ability to provide leadership and takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work; demonstrates knowledge of strategies and commitment to the goal of gender balance in staffing.
- Knowledge and understanding of the purpose and objectives of the COMESA Treaty and the COMESA Competition Regulations and Rules.
- Knowledge of the operations of the COMESA Competition Commission and the COMESA regional integration agenda is highly recommended.

1.3.4. Working Language Requirement

Must be fluent in English and/or French and/or Arabic (speaking and writing). A combination of any two or all of these languages will be an added advantage.

2. POST TWO: SENIOR LEGAL OFFICER- RESEARCH, POLICY AND ADVOCACY

2.1. JOB DESCRIPTION:

JOB TITLE:	Senior Legal Officer- Research, Policy and Advocacy
GRADE:	Professional Level 3 (P3).
SALARY SCALE:	COM\$48,575 – COM\$59,703 per annum
UNIT:	Research, Policy and Advocacy Unit
TENURE:	A fixed term of Four (4) years. Extension of contract is subject to availability of funds, performance of the contract holder and approval of successive annual Work Plans by the COMESA Competition Commission.
NUMBER OF POSTS:	One
DUTY STATION:	Lilongwe
REPORTS TO:	Director
TYPE OF CONTRACT:	Commission's fixed term employee under professional service category

2.2. RESPONSIBILITIES

Under the overall supervision of the Director of the Commission and the direct supervision of the Head of Research, Policy and Advocacy Unit the incumbent will be responsible for the following specific functions:

Research

- Conduct legal research on competition and consumer protection regulation issues and trends through compiling success stories, case studies, documenting areas of improvement and lessons learnt from other competition and consumer agencies globally;
- Participation in research surveys in liaison with relevant Divisions/institutions and assist Divisions in developing and strengthening more research work and policy paperwork;

- Identification of research areas, develop research proposals and execution of research studies;
- Assist and advise the Commission in order to enhance evidence-based decision making;
- Keep abreast of local, regional and international competition and consumer trends that could effectively inform the Commission;
- Maintain an effective database of relationships and contacts of relevant stakeholders on competition, consumer and related matters;
- Provide legal guidance and input on all research activities undertaken by the Unit and other Divisions where possible;
- Interrogate the legal assessment on investigative reports on competition and consumer cases from other Divisions within the Commission;

Advocacy

- Advocate for compliance with the Regulations and advising the Unit on matters related to competition and consumers, including managing relationships with international and domestic stakeholders;
- Coordinate stakeholders' awareness in liaison with other departments;
- Conduct education programs effectively in order to ensure exercise of stakeholder rights and obligations;
- Conduct advocacy programs effectively in order to ensure implementation of decisions and recommendations;
- Conduct project implementation effectively in order to ensure timely and prudent execution of project activities;
- Conduct international liaison activities effectively in order to promote coordination and best practice;

Policy

- Study policies, procedures and programs of regulatory Authorities and other similar institutions in the Common Market so as to assess their effects on competition and consumer welfare and publicize the results of such studies;
- Participate in the review and implementation of processes and procedures;
- Participate in monitoring and evaluation of the Commission's Performance Contract activities and reporting as appropriate;
- Liaise with regulatory bodies and other public bodies in the Common Market in matters relating to competition and consumer welfare and advise the head of the Unit; and
- Perform all such things as are incidental to the foregoing and/or as may be lawfully delegated by the head of the Unit or the Director.

2.3. REQUIREMENTS FOR THE POST

2.3.1. ACADEMIC QUALIFICATIONS

A minimum of Bachelor's degree in Legal Studies from a recognized institution and a Masters degree in law, economics or business administration from a reputable institution will be an added advantage.

2.3.2. EXPERIENCE

- A minimum of Eight (8) years relevant work experience on legal matters

- Diverse experience in identifying research areas, report writing and dissemination of information.
- Working experience at a national/regional consumer and/or competition authority will be an added advantage

2.3.3. COMPETENCIES

- Excellent oral and written communication skills and ability to influence multi stakeholder processes.
- Excellent analytical skills particularly in interpreting, using, analysing and presenting data and evidence.
- Accurate or intelligent demonstrable knowledge in advocacy, consumer protection, competition law, industrial organization or industry structures.
- Excellent Computer Skills.
- Demonstrated relationship management skills, including proven listening skills and sound business judgment,
- Ability to empower and inspire others to translate vision into results; identifies proactively strategic issues, opportunities and risks; establishes and maintains relationships with a broad range of people to understand needs and gain support for organizational direction; anticipates and resolves conflicts by pursuing mutually agreeable solutions; drives for change and improvement; does not accept the status quo; shows the courage to take unpopular stands.
- Ability to provide leadership and takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work; demonstrates knowledge of strategies and commitment to the goal of gender balance in staffing.
- Knowledge and understanding of the purpose and objectives of the COMESA Treaty and the COMESA Competition Regulations and Rules.
- Knowledge of the operations of the COMESA Competition Commission and the COMESA regional integration agenda is highly recommended.

2.3.4. Working Language Requirement

Must be fluent in English and/or French and/or Arabic (speaking and writing). A combination of any two or all of these languages will be an added advantage.

Applicants must be citizens of a COMESA Member country and not more than 56 years of age at the time of submitting the application.

3. RECEIPT OF APPLICATIONS

Applications **MUST** be submitted **through the Coordinating Ministries of the respective member States** on the prescribed COMESA APPLICATION FORM which can be accessed at the following COMESA website: <http://www.comesa.int/>, Opportunities, COMESA Job Application Format. **Applications submitted directly to the Commission will not be considered and only short-listed candidates will be contacted. Only applicants who are staff members of the COMESA Competition Commission can submit their applications directly to the Commission**

4. FORMAT AND FINAL DATE OF APPLICATIONS

Applications must be submitted to COMESA Coordinating Ministries of the respective Member States.

The applications MUST reach the Coordinating Ministries by **Monday, 8th November, 2021**. Accordingly, short-listing reports from the Coordinating Ministries attaching all the relevant documents of the successful candidates should reach the address below by **Monday, 22nd November, 2021**.

The Director and Chief Executive Officer,
COMESA Competition Commission,
Kangombe House, 5th Floor – West Wing,
P. O. Box 30742,
Lilongwe 3,
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