

BOTSWANA INSTITUTE FOR DEVELOPMENT POLICY ANALYSIS (BIDPA)



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Botswana Institute for Development Policy Analysis **urgently** seeks applications from experienced and qualified individuals for the following positions:

1. SENIOR RESEARCH FELLOW (MICRO-ECONOMICS SPECIALIST)

The position of Senior Research Fellow involves:

- Leading research and consultancy projects in their respective units
- Conducting, as well as capacity building, guidance and mentoring of Research Fellows, Associate Researchers and Assistant Research Fellows in their respective units;
- Working closely with government, international development cooperation partners, the private sector and non-governmental organisations, who are the main clients for BIDPA;
- Promoting and marketing the activities and services of the Institute.

Description of Responsibilities

- To provide leadership in the determination of priorities for policy research and analysis; planning, organisation and implementation of research and consultancy projects in the unit
- To undertake research in Microeconomics-based subjects, such as Industrial Economics, Economics of Public Enterprises, Health Economics, as well as Environmental Economics
- To supervise, orient, coordinate and monitor the substantive activities of the Micro-Economics Unit.
- To coordinate and organise technical cooperation projects, advisory missions, regional seminars, conferences, technical meetings and training activities to meet Botswana Government needs and the needs of the SADC member states on issues related to Microeconomics-based policy issues

Educational Qualifications and Experience

- Applicants must possess at least a Masters Degree with a thorough grounding in Microeconomic theory and at least one applied economics field that is microeconomics based, plus at least 10 years of post graduate work experience. A PhD degree with a thorough grounding in Microeconomic theory and postgraduate work experience will be an added advantage. This is almost equivalent position is equivalent to Associate Professor at University level.

- At least 5 years of practical professional experience at the national, regional or international levels in academic or research activities or in the formulation of Industrial Policy Development, Competition Policy, Privatisation, Private Sector Development, SMMEs Development, Public Sector Economics and Environmental Economics
- Extensive experience in research and in the provision of advisory services to governments and the private sector will be of an added advantage.
- Experience in the field of empirical economic research is highly desirable

Knowledge, Attributes and Skills

Applicants are expected to have a good understanding of contemporary development issues; familiarity with the economies of Botswana and Southern Africa; an excellent knowledge of key developments in microeconomics; good writing and presentation skills at both technical and non-technical levels; flexibility and ability to work collaboratively with other team members; ability to oversee the work of junior staff and technical cooperation partners. An excellent grasp of micro modelling, as well as micro-simulation and econometric modelling, will be an added advantage

2. RESEARCH FELLOW-MACRO

The Research Fellow should have at least masters degree in economics with a thorough grounding in economic theory (macroeconomics, microeconomics) and quantitative methods and at least one of the following areas; Public Finance ,International Finance , Development Economics, Corporate Finance and Monetary Policy.

Educational Qualifications and Experience

At least a Masters degree in the relevant field plus 4 years post-masters relevant experience

Knowledge, Attributes and Skills:

- Good understanding of theoretical concepts, research methodology and statistical methods
- Computer literacy
- Good communication and report writing skills
- Good knowledge of BIDPA services
- Ability to write and present clearly and concisely for both technical and non-technical audiences
- Ability to work with a team

Key Performance Indicators

1. Research and Consultancy

- Maintains a high standard of research and project work
- Applies accepted theoretical concepts to work, which is supported by sound empirical data and analysis
- Works independently with minimal guidance and supervision
- Frequently receives acknowledgement on the quality of work from clients and colleagues
- Demonstrates the ability to write and present policy research clearly and concisely for both technical and non-technical audience
- Consistently produces work that meets research and consultancy project deadlines
- Regularly assists colleagues with the completion of assignments
- Provides regular supervision and assistance to Research Assistants and Associate Researchers

- Is often asked to represent BIDPA as a member of a reference group or as a resource person
 - Produces in-house working papers, conference papers and journal articles
2. **Marketing**
- Establishes and maintains effective relationships with clients, often leading to additional assignments
 - Handles queries from the public and potential clients on issues relating to BIDPA'S activities in a timely and satisfactory manner
3. **Capacity Building**
- Promotes own competencies and actively seeks to develop additional skills, knowledge and expertise. Pursues personal area of study and research and in exceptional cases, will be supported for doctoral studies
 - Assists colleagues, junior staff and clients to develop knowledge and competencies. Transfers knowledge and work experience effectively

Salary:

A competitive and negotiable salary is offered, and will be commensurate with work experience. All BIDPA staff are employed on renewable five-year contracts. The salary system is performance based. We offer an up-to-date technical environment, interesting tasks and chances for self-improvement and further education

Application Procedures

Applicants should submit a narrative letter describing their suitability for the position applied for in terms of experience and achievements, a detailed CV, and three references by post to: The Executive Director, BIDPA, Private Bag BR-29, Gaborone, Botswana

OR hand delivered at BIDPA House, 134 Gaborone International Finance Park, Tshwene Drive, Kgale View, Gaborone,

OR E-mail (in WORD format) to Marobak@bidpa.bw, copied to nhfidzani@bidpa.bw

Deadline for receipt of applications is: **30th April, 2009**