

REPUBLIC OF RWANDA



MINISTRY OF TRADE AND INDUSTRY

Job Advertisement

The Ministry of Trade and Industry, MINICOM would like to inform the Public that the Common Market for Eastern and Southern Africa (COMESA), is seeking to recruit different persons qualified for the following Job positions:

S/N	JOB TITLE	REQUIREMENT FOR THE POST	GRADE	NUMBER OF STAFF
1.	Principal Analyst, Restrictive Business Practice	<p>1.1. MINIMUM ACADEMIC QUALIFICATION</p> <p>Bachelor's Degree in Social Sciences such as Economics, Law and Business Administration/Management. A Postgraduate or Master's Degree in any of these disciplines will be an added advantage.</p> <p>1.2. PROFESSIONAL EXPERIENCE</p> <p>A minimum of at least eight (8) years relevant experience in market analysis/research or industry or economic analysis. Working experience in an intergovernmental body or at a competition authority will be an added experience.</p> <p>1.3. COMPETENCIES AND SKILLS</p> <ul style="list-style-type: none"> ▪ Excellent oral and written communication skills ▪ Excellent analytical skills particularly in interpreting, using, analyzing and presenting data and evidence. ▪ Ability to communicate effectively and persuasively and work well under pressure. 	P3	1

	<ul style="list-style-type: none"> ▪ Ability to maintain effective working relationships in a diverse and multicultural environment. ▪ Interpersonal skills, team spirit and positive working relationships. ▪ Demonstrable knowledge in competition law, industrial organization or industry structures in any of the countries in the Common Market, ▪ Excellent Computer Skills. ▪ 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. <p>1.4. RESPONSIBILITIES</p> <p>Investigate, assess and monitor anticompetitive business practices in the Common Market;</p> <ul style="list-style-type: none"> • Compile and submit investigation reports to the Director Competition; • Carry out investigations relating to abuse of dominance; • Ensure compliance by enforcing the Regulations and Rules pertaining to the prevention of anticompetitive business practices; • Conduct market analysis aimed at enhancing the understanding of the Commission as regards the market structure and conduct of market players in the relevant industry; • Conduct rigorous legal and or economic analysis on restrictive business practice cases and prepare reports; • Conduct and lead market inquiries if in any sector of the economy in the Common Market, the trend of trade between Member States, price movements, inflexibility of prices or other circumstances suggest that in the economic sector concerned competition is being restricted or distorted; • Write intellectually stimulating papers with regard to restrictive business practices, dominance and abuse, cartels and any other topics related to competition 		
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		<p>law or competition economics;</p> <ul style="list-style-type: none"> • Prepare and submit performance reports to the Director Competition; and • Perform all such things as are incidental to the foregoing and/or as may be lawfully delegated by the Director Competition. 		
2.	<u>Merger Analyst</u>	<p>2.1 MINIMUM ACADEMIC QUALIFICATION</p> <p>A minimum of Bachelor's Degree in Social Sciences such as Economics, Law and Business Administration/Management. A postgraduate or Master's Degree in any of these disciplines will be an added advantage.</p> <p>2.2. PROFESSIONAL EXPERIENCE</p> <p>A minimum of at least six (6) years relevant experience in market analysis/research or industry or economic analysis. Working experience in an intergovernmental body or at a competition authority will be an added experience .</p> <p>2.3 COMPETENCIES AND SKILLS</p> <ul style="list-style-type: none"> ▪ Excellent oral and written communication skills ▪ Excellent analytical skills particularly in interpreting, using, analyzing and presenting data and evidence. <ul style="list-style-type: none"> ▪ Ability to communicate effectively and persuasively and work well under pressure. ▪ Ability to maintain effective working relationships in a diverse and multicultural environment. ▪ Interpersonal skills, team spirit and positive working relationships. ▪ Demonstrable knowledge in competition law, industrial organization or industry structures in any of the countries in the Common Market, ▪ Excellent Computer Skills. ▪ 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 	P2	1

		<p>Competition Commission and the COMESA regional integration agenda is highly recommended.</p> <p>2.4. RESPONSIBILITIES</p> <ul style="list-style-type: none"> ▪ Investigate, assess and monitor mergers and acquisitions in the Common Market and ensure compliance by enforcing the Merger Control provisions in the COMESA Competition Regulations and Rules; ▪ Assess notified and identified mergers as provided for under the COMESA Competition Regulations and Rules, and giving due regard to best international practices; <ul style="list-style-type: none"> • Compile and submit investigation reports and case recommendations to the Director of the Competition Division • Undertake research in the field of mergers and acquisitions and recommend improvements to the COMESA Merger Control System; • Write intellectually stimulating papers in the field of mergers and acquisitions for public consumption; • Submit performance reports to the Director Competition as required; • Perform all such things as are incidental to the foregoing and/or as may be lawfully delegated by the Director Competition. 		
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➤ **WORKING LANGUAGE REQUIREMENT FOR ALL THE POSITIONS**

Applicants must be fluent in English and/or French and/or Arabic (speaking and writing). A combination of any two (2) or all these languages will be an added advantage.

➤ **MODE AND DEADLINE OF APPLICATIONS**

The well filled job Application form, copy of degree and other documents related to the required qualification and experience will be only received through the following email address: info@minicom.gov.rw not later than **Thursday, 29 August 2024**.

The details of these advertised Job positions and Job application form are available on the COMESA website <http://www.comesacompetition.org/> or MINICOM Website <https://www.minicom.gov.rw/>

Done at Kigali, on 25th, July 2024.

NIWENSHUTI Richard
Permanent Secretary.





Common Market for Eastern
and Southern Africa

CALL FOR APPLICATIONS FOR TWO PROFESSIONAL POSITIONS AT 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 COMESA¹ 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 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 a Principal Analyst, Restrictive Business Practice (P3) and a Merger Analyst (P2). Suitably qualified nationals of the COMESA Member States are invited to apply to fill these positions which is tenable at the Commission's offices in Lilongwe, Malawi.

1. PRINCIPAL ANALYST, RESTRICTIVE BUSINESS PRACTICE (P3)

JOB TITLE:	Principal Analyst, Restrictive Business Practice
GRADE:	Professional Level 3 (P3).
SALARY SCALE:	COM\$48,575 – COM\$59,703 per annum
DIVISION:	Competition Division
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:	The Director Competition under the overall supervision of the Chief Executive Officer
TYPE OF CONTRACT:	Commission's fixed term employee under the professional service category

¹ COMESA is composed of 21 Member States namely: Burundi, Comoros, Djibouti, Democratic Republic of Congo, Egypt, Eritrea, Eswatini, Ethiopia, Kenya, Libya, Malawi, Madagascar, Mauritius, Rwanda, Seychelles, Somalia, Sudan, Tunisia, Uganda, Zambia and Zimbabwe.

1.1. Responsibilities

Under the overall supervision of the Chief Executive Officer of the Commission and the direct supervision of the Director, Competition the incumbent shall perform the following duties:

- Investigate, assess and monitor anticompetitive business practices in the Common Market;
- Compile and submit investigation reports to the Director Competition;
- Carry out investigations relating to abuse of dominance;
- Ensure compliance by enforcing the Regulations and Rules pertaining to the prevention of anticompetitive business practices;
- Conduct market analysis aimed at enhancing the understanding of the Commission as regards the market structure and conduct of market players in the relevant industry;
- Conduct rigorous legal and or economic analysis on restrictive business practice cases and prepare reports;
- Conduct and lead market inquiries if in any sector of the economy in the Common Market, the trend of trade between Member States, price movements, inflexibility of prices or other circumstances suggest that in the economic sector concerned competition is being restricted or distorted;
- Write intellectually stimulating papers with regard to restrictive business practices, dominance and abuse, cartels and any other topics related to competition law or competition economics;
- Prepare and submit performance reports to the Director Competition; and
- Perform all such things as are incidental to the foregoing and/or as may be lawfully delegated by the Director Competition.

1.2. Requirements for the Post

1.2.1. Academic Qualifications

A minimum of Bachelor's Degree in Social Sciences such as Economics, Law and Business Administration/Management. A Postgraduate or Master's Degree in any of these disciplines will be an added advantage.

1.2.2. Experience

A minimum of at least eight (8) years relevant experience in market analysis/research or industry or economic analysis.

Working experience in an intergovernmental body or at a competition authority will be an added experience.

1.2.3. COMPETENCIES AND SKILLS

- Excellent oral and written communication skills

- Excellent analytical skills particularly in interpreting, using, analyzing and presenting data and evidence.
- Ability to communicate effectively and persuasively and work well under pressure.
- Ability to maintain effective working relationships in a diverse and multicultural environment.
- Interpersonal skills, team spirit and positive working relationships.
- Demonstrable knowledge in competition law, industrial organization or industry structures in any of the countries in the Common Market,
- Excellent Computer Skills.
- 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.

1.2.4. 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. MERGER ANALYST

JOB TITLE:	Principal Analyst, Restrictive Business Practice
GRADE:	Professional Level 2 (P2).
SALARY SCALE:	COM\$ 39,743 – COM\$ 50,076 per annum
DIVISION:	Competition Division
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:	The Director Competition under the overall supervision of the Chief Executive Officer
TYPE OF CONTRACT:	Commission's fixed term employee under the professional service category

2.1. Responsibilities

Under the overall supervision of the Chief Executive Officer of the COMESA Competition Commission and the direct supervision of the Director Competition of the COMESA Competition Commission, the incumbent shall perform the following duties:

- Investigate, assess and monitor mergers and acquisitions in the Common Market and ensure compliance by enforcing the Merger Control provisions in the COMESA Competition Regulations and Rules;

- Assess notified and identified mergers as provided for under the COMESA Competition Regulations and Rules, and giving due regard to best international practices;
- Compile and submit investigation reports and case recommendations to the Director of the Competition Division
- Undertake research in the field of mergers and acquisitions and recommend improvements to the COMESA Merger Control System;
- Write intellectually stimulating papers in the field of mergers and acquisitions for public consumption;
- Submit performance reports to the Director Competition as required; and
- Perform all such things as are incidental to the foregoing and/or as may be lawfully delegated by the Director Competition.

2.2. Requirements for the Post

2.2.1. Academic Qualifications

A minimum of Bachelor's Degree in Social Sciences such as Economics, Law and Business Administration/Management. A postgraduate or Master's Degree in any of these disciplines will be an added advantage.

2.2.2. Experience

A minimum of at least six (6) years relevant experience in market analysis/research or industry or economic analysis.

Working experience in an intergovernmental body or at a competition authority will be an added experience.

2.2.3. Competencies

- Excellent oral and written communication skills
- Excellent analytical skills particularly in interpreting, using, analyzing and presenting data and evidence.
- Ability to communicate effectively and persuasively and work well under pressure.
- Ability to maintain effective working relationships in a diverse and multicultural environment.
- Interpersonal skills, team spirit and positive working relationships.
- Demonstrable knowledge in competition law, industrial organization or industry structures in any of the countries in the Common Market,
- Excellent Computer Skills.
- 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. 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.

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: [COMESA Job Application Form English](#).

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. Further, applications not submitted on the COMESA Application forms shall not be considered.

Format and Final Date of Applications

Applications must be submitted to COMESA Coordinating Ministries of the respective Member States. The Coordinating Ministries for each Member States can be accessed on the following link of the Commission's Website: [COMESA Coordinating Ministries](#)

Applicants should submit their applications to the COMESA Coordinating Ministries of respective Member States either physically or electronically.

The applications MUST reach the Coordinating Ministries by **Thursday, 29 August 2024**. Accordingly, short-listing reports from the Coordinating Ministries attaching all the relevant documents of the successful candidates should reach the address below by **Thursday, 19 September 2024**. Submissions from the Coordinating Ministries to the COMESA Competition Commission can be made physically or via email or both. Submissions without short-listing reports from the Coordinating Ministries shall immediately upon receipt be disqualified.

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

Email: compcom@comesacompetition.org
recruitment@comesacompetition.org