



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 COMESA<sup>1</sup> 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)

<b>JOB TITLE:</b>	Principal Analyst, Restrictive Business Practice
<b>GRADE:</b>	Professional Level 3 (P3).
<b>SALARY SCALE:</b>	COM\$48,575 – COM\$59,703 per annum
<b>DIVISION:</b>	Competition Division
<b>TENURE:</b>	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.
<b>NUMBER OF POSTS:</b>	One (1)
<b>DUTY STATION:</b>	Lilongwe
<b>REPORTS TO:</b>	The Director Competition under the overall supervision of the Chief Executive Officer
<b>TYPE OF CONTRACT:</b>	Commission's fixed term employee under the professional service category

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<sup>1</sup> 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**

<b>JOB TITLE:</b>	Merger Analyst
<b>GRADE:</b>	Professional Level 2 (P2).
<b>SALARY SCALE:</b>	COM\$ 39,743 – COM\$ 50,076 per annum
<b>DIVISION:</b>	Competition Division
<b>TENURE:</b>	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.
<b>NUMBER OF POSTS:</b>	One (1)
<b>DUTY STATION:</b>	Lilongwe
<b>REPORTS TO:</b>	The Director Competition under the overall supervision of the Chief Executive Officer
<b>TYPE OF CONTRACT:</b>	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. ELIGIBILITY FOR APPLICATION**

Applicants must be citizens of a COMESA Member State and must not be more than 55 years of age at the time of submitting the application.

### **4. 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, 5<sup>th</sup> Floor,  
P. O. Box 30742,  
Lilongwe 3,  
**MALAWI**

Email: [compcom@comesacompetition.org](mailto:compcom@comesacompetition.org)  
[recruitment@comesacompetition.org](mailto:recruitment@comesacompetition.org)