



**Botswana Institute  
for Development  
Policy Analysis**

## **SENIOR RESEARCH FELLOW – 4 VACANCIES**

The Botswana Institute for Development Policy Analysis (BIDPA) is an independent Trust set up by a Presidential Directive. It started operations in 1995 as a non-government policy research institute. BIDPA focuses mainly on Research and Policy Analysis and Capacity building in policy analysis. The focus of BIDPA work is informed by the Institute's mandate as defined in the deed of trust that formed the institution.

BIDPA seeks to recruit qualified and self- driven individuals for the following positions:

- 1. SENIOR RESEARCH FELLOW – MACROECONOMICS & DEVELOPMENT**
- 2. SENIOR RESEARCH FELLOW – TRADE, INDUSTRY & PRIVATE SECTOR DEVELOPMENT**
- 3. SENIOR RESEARCH FELLOW – ENVIRONMENT, AGRICULTURE AND NATURAL RESOURCES**
- 4. SENIOR RESEARCH FELLOW – HUMAN AND SOCIAL DEVELOPMENT**

**Main Purpose of the Job:** To lead research projects and consultancy assignments and share responsibility for capacity building and mentoring of junior researchers. To work closely with government, private sector, non-governmental organisations, development partners and international organizations in the provision of services and in marketing 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 relevant unit.
- To supervise, orient, coordinate and monitor the research activities of the relevant unit, and to ensure that projects are accepted by clients, and delivered within the agreed budgets and terms of the contracts.

- 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 policy related issues
- To advise policymakers on the practical implementation of policies.
- Build the capacity of, guide and mentor junior researchers.
- Work closely with government, international development cooperation partners, the private sector and non-governmental organisations, who are the main clients for BIDPA.
- Promote and market the activities and services of the Institute.
- Assist in the fundraising activities of the Institute, including developing and implementing strategies for meeting income generation targets of the Institute through both demand-driven, supply driven and commissioned studies.

## **EDUCATIONAL QUALIFICATIONS:**

### **1. Senior Research Fellow – Macroeconomics & Development**

- A PhD degree in Economics (or equivalent), with specialisation in Macro Economics

### **2. Senior Research Fellow – Trade, Industry & Private Sector Development**

- A PhD degree in Economics (or equivalent), with specialisation in International Trade, Microeconomics

### **3. Senior Research Fellow – Environment, Agriculture and Natural Resource**

- A PhD degree in Resource Economics, Environmental Economics or Agricultural Economics

### **4. Senior Research Fellow – Human and Social Development**

- A PhD degree in Economics or a related social science field with extensive experience in the areas of poverty, welfare or other human and social development issues.

## **EXPERIENCE:**

- Five (5) years relevant post PhD research experience.
- A strong record of published work in reputable international journals and related outlets.
- Proven track record of research and consultancy work of international standing in policy analysis.
- Proven track record of work in the formulation of strategies and policies in the relevant field.
- Extensive experience in research and in the provision of advisory services to governments and the private sector.

- Ample experience in institutional relationships with national governments and international organisations.
- Experience in designing instruments for primary data collection and in the analysis of such data is highly desirable.

#### **COMPETENCIES:**

- An excellent grasp of contemporary policy issues;
- Familiarity with the economies of Botswana and Southern Africa;
- An excellent grasp of key policy and related issues in the relevant field;
- 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 and coordinate the work of junior staff and technical cooperation partners.

#### **REMUNERATION**

A negotiable salary package is offered including relocation costs, Medical Aid and gratuity. Salary will be commensurate with work experience.

#### **TENURE**

BIDPA offers appointment on contract duration of 5 years for citizens and 3 years for non-citizens

#### **APPLICATIONS:**

Applicants should submit a narrative letter describing their suitability for the position applied for, as well as their experience and achievements, a detailed CV, certified copies of educational certificates, and three references to:

**The Executive Director, BIDPA,  
Private Bag BR-29,  
Gaborone, Botswana.**

Applications may also be submitted through E-mail to [recruitmentsrf@bidpa.bw](mailto:recruitmentsrf@bidpa.bw);

**CLOSING DATE: 18 September 2020.**