

BQA NCQF QUALIFICATION TEMPLATE

SECTION A: QUALIFICATION DETAILS											
QUALIFICATION DEVELOPER (S)	Botho University										
TITLE	Bachelor of Commerce in Investment and Banking						NCQF LEVEL		7		
STRANDS (where applicable)	N/A										
FIELD	Business, Commerce and Management Studies						CREDIT VALUE		480		
SUB FIELD	Finance										
New Qualification	Legacy Qualification		Renewal Qualification		✓						
Registration Code		Q0083									
SUB-FRAMEWORK	General Education			TVET			Higher Education			✓	
QUALIFICATION TYPE	Certificate	I	II	III	IV	V	Diploma	Bachelor		✓	
Bachelor Honours		Post Graduate Certificate				Post Graduate Diploma					
Masters					Doctorate/ PhD						
RATIONALE AND PURPOSE OF THE QUALIFICATION											
<p>RATIONALE:</p> <p>The growing complexity of Botswana’s financial sector and its integration into the global economy underscores the need for continued offering of a Bachelor of Commerce degree in Investment and Banking. This qualification equips graduates with advanced financial expertise, investment strategies, and financial innovation, towards the realisation of Botswanans vision 2036.</p> <p>The HRDC Priority Skills 2023/2024 report, highlights a clear need for Investment Analysts, Financial Engineers, FinTech Analysts and Banking Professionals. This reflects a continuing demand for specialized training in areas such as portfolio management, risk assessment, sustainable finance, regulatory compliance and digital banking. A market survey by Botho University, coupled with feedback from key industry stakeholders has confirmed the strong demand for the qualification, with employers</p>											

seeking graduates who are equipped to navigate complex financial environments.

The World Economic Forum (WEF) Future of Jobs Report 2025 and McKinsey & Company Technology Trends Outlook (2024) emphasize the growing demand for professionals skilled in financial risk analysis, regulatory compliance, environment, social and governance (ESG) investments and AI-powered financial services.

The qualification has not yet produced graduates. Consequently, data on tracer studies and graduate employment is not yet available. A tracer study will be conducted once the first cohort graduates, to assess graduate employability, the employer satisfaction, relevance of curriculum, and graduate satisfaction.

Enrolment and Application Trends

Year	Inquiries	Applications	Offers Made	Enrolled Students
2022	146	112	77	6
2023	237	183	100	32
2024	211	182	106	25

The data reflects a positive upward trend in the qualification performance. The application conversion rate (applications ÷ inquiries) increased from 76.7% in 2022 to 86.3% in 2024, illustrating stronger interest and commitment among prospective students. Similarly, the overall enrolment rate (enrolled ÷ applications) rose significantly from 5.4% in 2022 to 13.7% in 2024, indicating growing interest in the qualification.

In summary, the qualification will produce graduates who are well-versed in global financial trends, digital transformation and sustainable finance practices. As such, the qualification will play a pivotal role in supporting economic growth, attracting foreign investments, and ensuring the continued competitiveness of Botswana's financial services industry, both locally and globally.

PURPOSE: (itemise exit level outcomes)

Upon successfully completion of the Bachelor of Commerce degree in Banking and Investment, graduates will be able to:

- i. Design and evaluate investment and wealth portfolio solutions for individuals and institutions by applying principles from modern portfolio theory, portfolio management cycle, risk management and tax-efficient strategies in compliance with Global Body of Investment Knowledge (GBoK), national tax laws, ISO31000 and ISO 22222 (Wealth Management).
- ii. Integrate managerial accounting and emerging financial technologies into banking and investment operations to enhance decision-making, financial inclusion and operational efficiency in accordance with applicable data protection legislation (e.g., Botswana Data Protection Act 2024), fintech regulatory frameworks and digital transformation strategies promoted by central banks and global innovation standards.
- iii. Analyse macroeconomic, legal and ethical environments influencing banking and investment decisions in line with Basel III, King IV Code, Anti-Money Laundering (AML) regulations and the Botswana Banking Act (Cap 46:04).
- iv. Develop innovative and entrepreneurial banking and investment solutions to address sector

BQA NCQF QUALIFICATION TEMPLATE

challenges and opportunities such as financial inclusion or ESG by leveraging research, financial literature, empirical evidence, scenario-based simulations and design thinking.

MINIMUM ENTRY REQUIREMENTS (including access and inclusion)

Entry into this qualification is through any one of the following requirements:

- The typical entry requirement is Level 4 certificate such as BGCSE or equivalent with 5 passes including English and Mathematics.

Applicants that do not meet the above criteria but possess relevant industry experience will be considered through recognition of prior learning (RPL) on case-by-case basis.

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SECTION B QUALIFICATION SPECIFICATION	
GRADUATE PROFILE (LEARNING OUTCOMES)	ASSESSMENT CRITERIA
<p>1. Analyse core functions and governance structures of commercial banks in relation to their role in financial intermediation and regulatory compliance in accordance with Basel III standards.</p>	<p>1.1. Analyse key operations and functions of a bank in financial intermediation and payment systems focusing on how these operations support financial stability and the broader economy, in accordance with global banking regulations such as Basel III and national financial policies.</p> <p>1.2. Develop a marketing and sales strategy appropriate for a bank or investment firm to drive growth and client engagement.</p> <p>1.3. Develop strategies to manage assets and liabilities in a banking or investment firm, ensuring alignment with financial goals, liquidity requirements, and risk management frameworks.</p> <p>1.4. Plan and develop strategies for buy-and sell-side clients in securities trading and mergers and acquisitions, in line with industry-standard frameworks.</p> <p>1.5. Apply credit management principles in the assessment of credit portfolios, in accordance with risk management policies and regulatory standards.</p> <p>1.6. Evaluate and implement risk management strategies across credit, operational and market risk dimensions in line with client's profile, ISO 31000, Basel Accords and regulatory stress testing practices used in</p>

<p>2. Apply financial concepts, theories and strategies in banking and investment contexts, demonstrating effective communication in accordance with industry and academic standards.</p>	<p style="text-align: center;">banking supervision.</p> <p>2.1 Participate in simulated stakeholder meetings or professional forums on financial and banking issues, using appropriate terminology and professional etiquette.</p> <p>2.2 Deliver a structured and persuasive presentations on a complex financial or banking issue and performance reports to a panel of investors, board members or clients clearly and professionally.</p> <p>2.3 Produce a professional business report addressing a real or simulated financial problem and client briefs using standard industry reporting formats.</p>
<p>3. Evaluate the impact of changes in macroeconomic variables on banking and investment operations using established economic and financial analysis frameworks</p>	<p>3.1 Identify and analyse effects of key macroeconomic variables such as inflation, interest rates and gross domestic product (GDP) on stability and profitability of banks and investment firms.</p> <p>3.2 Evaluate financial performance and risk exposure of banks and investment firms under various macroeconomic scenarios using financial statements, value at risk (VaR), Monte Carlo simulations and other relevant metrics.</p> <p>3.3 Analyse domestic fiscal and monetary policy implications for banks and portfolio performance and risk exposure using simulated scenarios.</p>
<p>4. Assess and implement sustainable and ethical practices in banking and investment, guided by global standards such as ESG principles, corporate governance codes, and relevant legal frameworks.</p>	<p>4.1 Apply corporate governance codes, ethical guidelines, and legal frameworks (e.g., King IV, Basel III, AML laws, Botswana Companies Act) to assess compliance and responsible conduct in a financial institution or investment portfolio.</p> <p>4.2 Evaluate environmental and social impact of specific banking and investment practices, policies or projects in line with international frameworks such as the Equator Principles, Global Reporting Initiative (GRI) and Sustainability Accounting Standards (SAS).</p> <p>4.3 Develop and justify banking or investment strategies, solutions or initiatives that meets both financial and non-financial performance objectives within a defined regulatory or market context.</p>

BQA NCQF QUALIFICATION TEMPLATE

<p>5. Design and evaluate investment and wealth portfolio solutions for individuals and organizations, integrating asset allocation, risk-return metrics and tax-efficient strategies in compliance with applicable regulations and client objectives.</p>	<p>5.1 Develop and recommend tax-efficient investment and wealth management strategies for individuals and organizations in Botswana or within a comparative international context while ensuring compliance with relevant tax regulations and client expectations.</p> <p>5.2 Develop and justify an optimal investment portfolio and banking solutions for an individual or institutional client, incorporating asset allocation principles, time horizon, risk appetite and return expectations and applicable Consumer Protection Acts.</p> <p>5.3 Evaluate and interpret portfolio performance using industry-standard financial metrics, such as Sharpe ratio, alpha, beta, and tracking error, to recommend rebalancing or optimization strategies.</p>
<p>6. Integrate emerging financial technologies into banking and investment processes to enhance decision-making and operational efficiency, in accordance with General Data Protection Regulation, Botswana's Data Protection Act, 2024 and applicable digital transformation best practices.</p>	<p>6.1 Evaluate and select appropriate financial technology tools such as blockchain platforms, digital payment systems for integration into banking and investment operations, ensuring alignment with institutional objectives and client needs.</p> <p>6.2 Apply artificial intelligence and financial technology innovations to develop and implement real-world banking and investment solutions that improve efficiency, client engagement, and data-driven decision-making.</p> <p>6.3 Design and implement cybersecurity strategies and compliance protocols to mitigate digital risks and ensure regulatory adherence in financial technology environments.</p>
<p>7. Analyse financial statements and generate management accounting reports to support financial planning and strategic decision-making, in compliance with international financial reporting standards (IFRS), international accounting standards (IAS) and generally accepted accounting principles (GAAP).</p>	<p>7.1 Apply management accounting techniques to formulate short-and long-term financial budgets and tactical decisions within banking or investment firms, aligning with performance targets and operational constraints.</p> <p>7.2 Generate management accounting reports (e.g., variance analysis, cost-volume-profit analysis, and profit centre reporting) to inform operational and financial planning in a real or simulated investment or banking scenario.</p> <p>7.3 Evaluate financial performance of a banking or</p>

BQA NCQF QUALIFICATION TEMPLATE

	<p>investment firm using benchmarking and trend analysis and recommend strategic actions to improve performance and compliance.</p> <p>7.4 Prepare financial statements for a banking or investment firm in accordance with applicable standards (e.g., IFRS, Banking Act) and evaluate different performance parameters using appropriate financial ratios.</p>
<p>8. Develop innovative business proposals and conduct applied research and feasibility studies to address challenges in the banking and investment sector as guided by scientific research protocols or institutional research policies.</p>	<p>8.1 Formulate, execute and defend an applied research project addressing investment or banking related problem/s supported by relevant literature using appropriate software and methodological approaches.</p> <p>8.2 Identify innovative investment or entrepreneurial opportunities and develop comprehensive proposal documents that demonstrate feasibility, financial planning and strategic fit within the investment and banking sector.</p> <p>8.3 Produce and present a professional research report or policy brief that translates research findings into practical recommendations for stakeholders in the banking and investment industry.</p>

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SECTION C	QUALIFICATION STRUCTURE					
COMPONENT	TITLE	Credits Per Relevant NCQF Level				Total Credits
		Level 5	Level 6	Level 7	Level 8	
FUNDAMENTAL COMPONENT Subjects/ Courses/ Modules/Units	Introduction to MS Office	10				10
	Business Management	10				10

BQA NCQF QUALIFICATION TEMPLATE

CORE COMPONENT	Academic Writing for Business	10				10
	Blockchain Technology	10				10
	Computerised Accounting	10				10
	Business Mathematics & Statistics 1 & 2	10	10			20
	Microeconomics		10			10
	Macroeconomics		10			10
	Research Methods in Business			10		10
	Legal Aspects of Business	10				10
	Financial Accounting 1 & 2		20			20
	Cost Accounting		10			10
	Financial Markets & institutions	10				10
	Financial Technology		20			20
	Financial Management		10			10
	Environmental Management Accounting			10		10
	Ethics and Governance		10			10
CORE COMPONENT	Introduction to investments	10				10

BQA NCQF QUALIFICATION TEMPLATE

Subjects/Courses/ Modules/Units	Banking Theory and Practice		10			10
	Banking Law and Practice 1	10	20			30
	Investment Analysis		10			10
	Investment Banking		10			10
	Treasury Management 1 & 2		10	10		20
	Financial Engineering			10		10
	Research Methods in Business			10		10
	Banking and Foreign Exchange			10		10
	Banking and Development			10		10
	Portfolio Management			10		10
	Financial Modelling			20		20
	Capstone in Investment & Banking			10		10
	Credit Risk and Bank Lending			10		10
	Professional Practice				40	40
	Research Project 1: Proposal			10		10
Research Project 2: Dissertation			20		20	
STRANDS/	Subjects/ Courses/ Modules/Units	Credits Per Relevant NCQF				Total Credits

BQA NCQF QUALIFICATION TEMPLATE

SPECIALIZATION		Level				
		Level 5	Level 6	Level 7	Level 8	
1.						
Electives	Entrepreneurship and Innovation			20		20
	Corporate Financial Operations			10		10
	Social entrepreneurship			10		10
	Islamic Finance			10		10
	Innovation & sustainable development			20		20
	Wealth management			10		10
	Emerging Financial Markets			10		10

BQA NCQF QUALIFICATION TEMPLATE

SUMMARY OF CREDIT DISTRIBUTION FOR EACH COMPONENT PER NCQF LEVEL

TOTAL CREDITS PER NCQF LEVEL

NCQF Level	Credit Value
5	90
6	130
7	200
8	60
TOTAL CREDITS	480

Rules of Combination:

(Please Indicate combinations for the different constituent components of the qualification)

- To be awarded the Bachelor of Commerce in Banking and Investment, students must successfully complete 480 credits which are accumulated as follows:
- A minimum of 180 credits from the fundamental component, 260 credits from the core component and 40 credits from the elective component.
- Fundamental and core modules are compulsory, and elective modules must be selected from an approved list provided by the University and may be subject to prerequisites and availability.

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ASSESSMENT ARRANGEMENTS

All assessments which are leading to the award of the qualification should be based on learning outcomes and associated formative and summative assessment.

Formative assessments

The weighting of formative assessment is 40% of the Final assessment mark.

Summative assessments:

The weighting of summative assessment is 60% of the Final assessment mark.

MODERATION ARRANGEMENTS

This qualification adheres to a robust internal and external assessment and moderation framework. All assessments shall be conducted by qualified and competent assessors who are:

- Subject-matter experts with at least a relevant master's degree (NCQF Level 9 or equivalent) in Finance, Banking, Investment, or a related field
- Trained and certified assessors, registered and accredited by the Botswana Qualifications Authority.

Assessment tools and students examination scripts shall undergo internal and external moderation to verify fairness, consistency and accuracy of assessment judgments before administering examinations and publishing results, respectively. All moderators must:

- Hold a minimum of a master's degree (NCQF Level 9 or equivalent) in Finance, Banking, Investment, or a related field.
- Be BQA-registered and accredited or equivalent accreditation.

The assessment and moderation shall be governed by applicable policies and regulations on assessment and moderation.

RECOGNITION OF PRIOR LEARNING

Learners may be awarded part of the total credits required for the qualification through Recognition of Prior Learning (RPL) in accordance with the Botswana Qualifications Authority guidelines. The institution shall maintain a comprehensive RPL policy and implementation framework and ensure that all decisions are documented and auditable as per BQA guidelines.

CREDIT ACCUMULATION AND TRANSFER

Credit Accumulation and Transfer (CAT) is applicable to this qualification and may only be used to gain part of the total credits required for graduation as governed by the Botswana Qualifications Authority (BQA) CAT Policy as well as institutional policies.

PROGRESSION PATHWAYS (LEARNING AND EMPLOYMENT)

LEARNING PATHWAY

Horizontal Articulation

- Graduates of this qualification may consider pursuing related qualifications at this NCQF level 7 such as Bachelor of Commerce in Finance, Bachelor of Commerce in Risk Management, Bachelor of Commerce in Accounting, Bachelor of Commerce in Financial Management and Bachelor of Commerce in Supply Chain Management for purposes of multiskilling, retooling, etc.

Vertical Articulation

Upon completion of Bachelor of Commerce in investment and Banking one may progress to:

- Bachelor of Commerce Honours in Finance/Investment/Banking
- Post Graduate Diploma in Finance/Investment/Banking

Employment Pathway

Upon completion of the Bachelor of Commerce in Investment and Banking qualification, students are expected to be practitioners as follows:

- Investment and Asset Manager
- Banker
- Portfolio Manager
- Estate Administrator
- Stockbrokers and Market Analyst
- Financial Technology analyst
- Hedge Fund Managers
- Wealth Manager
- Corporate Financial Analyst.

QUALIFICATION AWARD AND CERTIFICATION

The learner will be awarded 'Bachelor of Commerce in Investment and Banking' by the qualification developer, after attaining 480 credit value as specified in the rules of combination and credit distribution. The certificate shall be awarded upon graduation.

SUMMARY OF REGIONAL AND INTERNATIONAL COMPARABILITY

This qualification was compared with similar qualifications at the University of South Africa (UNISA), University of the Free State, and the University of Reading in the United Kingdom. The following are the similarities and differences:

Qualification Title: Two of the qualifications share the same naming convention with the developed qualification except for the qualification from the University of Reading which is named as a Bachelor of Science. However, University of Reading qualifications aligns with the developed qualification in areas of quantitative methods, financial modelling and financial technology.

NQF Level: The developed qualification is at NCQF level 7 which is equivalent to the two regional qualifications which are at NQF Level 7 (South Africa). This qualification is also equivalent to the international qualification which is positioned at FHEQ level 6 (UK).

Credit Value and Qualification Duration: The developed qualification is at 480 credits while UNISA, Free State and University of Reading have 360, 408 and 360 credits, respectively. In addition, developed qualification takes four years while the comparators are at three years. The developed qualification has more credits, reflecting a more extensive curriculum and a longer duration, including practical components like internships and research, which is not the case with the comparators.

Exit Level Outcomes: The qualifications share many common exit learning outcomes, such as the ability to apply sound financial decisions, analyse investment opportunities and assess risks. The difference with the developed qualification's is its emphasis on ability to apply financial Fintech, modelling techniques and sustainable management practices.

Course Structure and Specialization:

The developed qualification and benchmarks share a common course structure with fundamentals and core areas such as financial management, investment analysis and banking. There is no specialization for the developed qualification and benchmarks. However, differences come in on electives and practical components. For example, the developed qualification is tilted towards Fintech, sustainability and financial modelling while regional universities focus on foundational knowledge in financial services and South African economic context. The University of Reading takes a global approach, offering specialized modules in AI in finance and advanced portfolio management.

Conclusion: The developed qualification is comparable to qualifications offered by UNISA, University



BQA NCQF QUALIFICATION TEMPLATE

of the Free State, and the University of Reading, though it stands out in its broader curriculum, with higher credit value and a more extensive duration.

REVIEW PERIOD

5 years

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CODE (ID)	BQA DECISION NO.	REGISTRATION START DATE	REGISTRATION END DATE
REGISTRATION STATUS			
LAST DATE FOR ENROLMENT	LAST DATE FOR ACHIEVEMENT		

BOTSWANA
Qualifications Authority