

## BQA NCQF QUALIFICATION TEMPLATE

SECTION A: QUALIFICATION DETAILS													
<b>QUALIFICATION DEVELOPER (S)</b>	Botho University												
<b>TITLE</b>	Bachelor of Commerce in Finance						<b>NCQF LEVEL</b>	7					
<b>STRANDS (where applicable)</b>	N/A												
<b>FIELD</b>	Business, Commerce and Management Studies						<b>CREDIT VALUE</b>	480					
<b>SUB FIELD</b>	Finance												
New Qualification	Legacy Qualification			Renewal Qualification					✓				
									Registration Code			Q0102	
<b>SUB-FRAMEWORK</b>	General Education			TVET			Higher Education			✓			
<b>QUALIFICATION TYPE</b>	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><b>RATIONALE:</b></p> <p>The continued offering of the Bachelor of Commerce (BCom) in Finance in Botswana is timely and essential, given the country's evolving economy and aspirations for sustainable development. This qualification equips graduates with financial expertise, risk management, and investor confidence, driving long-term economic growth critical to national and regional progress towards the realisation of Botswana's vision 2036.</p>													

The Human Resources Development Council (HRDC) Priority Skills 2023/2024 Report highlights the demand for Corporate Financial Advisors, Financial Analysts, Financial Engineers, and FinTech Analysts, emphasizing the need for specialized finance education.

The qualification also aligns with global trends, as the World Economic Forum (WEF) Future of Jobs Report 2025 and McKinsey & Company (2024) Technology Trends Outlook identify financial risk analysis, regulatory compliance, and AI-driven financial services as critical emerging skills. In addition, a market survey by Botho University confirmed strong demand among employers, students, and industry experts. The Botswana Stock Exchange (BSE) further validated the need for finance professionals.

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
2022	402	315	176	28
2023	331	254	105	21
2024	483	415	107	38

Based on enrolment statistics there is evidence of sustained uptake demonstrating that interest in the qualification remains strong. Inquiries increased significantly in 2024 (483); thus a 45% increase compared to 2023. Furthermore, applications grew significantly from 254 in 2023 to 415 in 2024, translating to a 63% increase. Application Rate improved to 85.9% in 2024, showing strong conversion from inquiries to applications. There was a significant improvement in the Enrolment Yield in 2024, with a yield of 35.5%, up from 20% in 2023 and 15.9% in 2022

In summary, finance is a cross-sector profession essential to Botswana's economic growth. This qualification ensures a continuous pipeline of skilled finance professionals, strengthening the financial sector, enhancing competitiveness, and meeting both local and global market needs.

### PURPOSE: (itemise exit level outcomes)

The purpose of this qualification is to produce candidates with highly advanced knowledge, skills, competence to:

1. Evaluate capital budgeting decisions and short-and long-term financing plans for individuals, entrepreneurs, corporates and public sector firms in accordance with stakeholder and shareholder primacy frameworks.
2. Analyse regulatory framework, ethical considerations and tax structures governing financial practices and decisions in accordance with applicable Tax laws, Companies Act, OECD Transfer Pricing Guidelines, Kings Code IV, BSE listing rules, SEC rules and relevant ethical frameworks.
3. Analyse and interpret financial data and market trends to support investment decisions using accounting ratios, statistical and quantitative techniques, research methods and financial

modelling techniques in line with FAST Standard Organisation, ICAEW modelling standards and International Private Equity and Venture Capital Valuation Guidelines (IPEV, 2022).

4. Evaluate and implement risk management strategies in finance and non-finance corporate environments incorporating principles from insurance and financial engineering in accordance with Risk Management Standard (ISO 22301 & ISO 31000), Basel Accord III and Solvency II Directives.
5. Develop, manage and optimize investment portfolios applying principles from Modern Portfolio Theory (MPT), Asset pricing models and Alternative Investment Strategies in line with CFA Institute Standards of Professional Conduct and Financial Market Regulations to optimise.

### MINIMUM ENTRY REQUIREMENTS (including access and inclusion)

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

- Applicants must have Certificate IV, NCQF level 4 BGCSE or its equivalent.
- Applicants that do not meet the above criteria but possess relevant industry experience will be considered through recognition of prior learning (RPL) and CAT policies on case-by-case basis, in accordance with BQA policies.

### SECTION B

### QUALIFICATION SPECIFICATION

#### GRADUATE PROFILE (LEARNING OUTCOMES)

1. Recommend financially sound capital investment opportunities and mergers & acquisitions (M&As) to drive business growth and value creation.

#### ASSESSMENT CRITERIA

- 1.1. Evaluate and recommend investment opportunities using different capital budgeting techniques in accordance with Chartered Financial Analysts (CFA) standards and PMBOK guide.
- 1.2. Conduct real or hypothetical M&A appraisals using financial valuation techniques such as discounted cash flow & comparable company analysis in accordance with CFA standards, International Private Equity and Venture Capital Valuation Guidelines, (IPEV, 2022)
- 1.3. Perform sensitivity and scenario analysis to evaluate how economic variables affect investment and acquisition decisions based on CFA standards and FAST standards

<p>2. Interpret taxation and legal frameworks in financial decision-making in accordance with applicable CFA standards, tax laws and regulations</p>	<p>2.1. Apply principles of business law to financial transactions in accordance with CFA standards, Companies Act, Income Tax Act and relevant corporate governance frameworks.</p> <p>2.2. Analyse tax obligations using CFA standards, IFRS tax reporting standard and local tax regulations.</p> <p>2.3. Compute taxation liabilities based on CFA standards, national tax legislation and international best practices.</p>
<p>3. Prepare and interpret financial statements in compliance with CFA standards, International Accounting Standards (IAS) and Financial Reporting Standards (IFRS).</p>	<p>3.1. Prepare financial statements for various business entities in compliance with accounting standards and CFA standards.</p> <p>3.2. Analyse financial statements to assess the performance of the company using applicable tools and CFA standards.</p> <p>3.3. Consolidate financial statements for a group of companies in accordance with CFA standards, IFRS 10 and IFRS 3.</p>
<p>4. Apply financial analytics, statistics and financial modelling techniques in making investment and financing decisions</p>	<p>4.1. Apply statistical techniques to financial data using Excel, R, or Python and CFA standards.</p> <p>4.2. Develop financial models for analysing and forecasting business performance and valuing companies in accordance with CFA standards, FAST &amp; ICAEW standards &amp; International Private Equity and Venture Capital Valuation Guidelines, (IPEV, 2022)</p> <p>4.3. Interpret analytical insights from financial models to support strategic decision-making in accordance to CFA standards.</p>
<p>5. Develop, present and justify sound financing strategies using the principles of personal and corporate financial management in accordance with Financial Planning Standards Board (FPSB)</p>	<p>5.1 Analyse the structure and functions of financial markets, institutions and regulations and how they affect financing and investment decisions based on corporate finance theories and CFA standards.</p> <p>5.2 Recommend and justify optimal funding mix for business operation, acquisition or capital investment in line with capital structure theories and CFA standards</p>

	<p>5.3 Identify and select appropriate personal financing sources based on industry standards, such as the Financial Planning Standards Board (FPSB) and CFA standards.</p>
<p>6. Apply risk management techniques to protect business value, projects and investment portfolios in accordance with relevant standards</p>	<p>6.1. Identify financial risks and develop risk matrix for business entities, portfolios and projects using risk management standards such as ISO 22301, ISO 31000 and CFA standards.</p> <p>6.2. Implement risk mitigation strategies to protect business assets in accordance with COSO Enterprise Risk Management approach, Basel III and other applicable frameworks and CFA standards.</p> <p>6.3. Apply risk techniques such as Value-at-Risk (VaR), Monte Carlo simulations and stress testing to monitor risk exposure and support decision making in accordance with CFA standards.</p>
<p>7. Utilize cost accounting and management accounting principles to support financial planning, decision-making, and performance evaluation in business operations.</p>	<p>7.1. 7.1 Analyse and apply cost classification, cost behaviour and costing methods to support product/service pricing decisions in line with International Management Accounting Committee standards and CFA standards.</p> <p>7.2. Develop and assess financial budgets, variances and performance measurement techniques to enhance business profitability and operational effectiveness in accordance with CFA standards.</p> <p>7.3. Evaluate and implement cost control strategies in accordance with IFAC Global Management Accounting Principles, CFA standards and industry best practices.</p>
<p>8. Develop and manage investment portfolios in asset and wealth management</p>	<p>8.1. Formulate portfolio management policies and strategic plan based on investor profiles, market conditions and applicable regulatory and ethical requirements in accordance with CFA standards.</p> <p>8.2. Construct diversified investment portfolios using classical portfolio theories and alternative investment strategies in line</p>

	<p>with ISO 55000, CFA Institute Standards of Professional Conduct and Financial Market Regulations.</p> <p>8.3. Evaluate portfolio and managers using risk and performance metrics and benchmarks in accordance with Global Investment Performance Standards (GIPS) and CFA standards.</p>
<p>9. Identify and evaluate entrepreneurial opportunities as they are applied in the business environment.</p>	<p>9.1. Assess business venturing and entrepreneurial ecosystems based on World Bank and UNCTAD entrepreneurship frameworks.</p> <p>9.2. Evaluate different venture management styles and their applications in financial decision-making.</p> <p>9.3. Analyse the nature of entrepreneurial ecosystems and government incentives for sustainable growth of small firms in the local context.</p>
<p>10. Solve business-or-socio-economic related challenges using the scientific process</p>	<p>10.1. Identify real-world business challenges or opportunities and formulate relevant questions for research</p> <p>10.2. Apply appropriate quantitative and qualitative data collection methods in accordance with ISO/TC 69, ISO9001, CFA standards and ethical guidelines by National Research Bodies</p> <p>10.3. Analyse data using statistical and non-statistical techniques to draw actionable conclusions in line with ISO/IEC 25012, (Data Quality) ISO/TC 69 (Statistical Methods) or ISO9001 for finance and business research or CFA standards.</p>

## BQA NCQF QUALIFICATION TEMPLATE

SECTION C	QUALIFICATION STRUCTURE					
COMPONENT	TITLE	Credits Per Relevant NCQF Level				Total Credits
		Level 5	Level 6	Level 7	Level 8	
		<b>FUNDAMENTAL COMPONENT</b>	Introduction to MS Office	10		
Subjects/ Courses/ Modules/Units	Business Management	10				10
	Principles of Marketing	10				10
	Business Mathematics and Statistics 1	10				10
	Business Mathematics and Statistics 2		10			10
	Microeconomics	10				10
	Macro Economics		10			10
	Academic Writing for Business	10				10
	Research Methods in Business			10		10
	Business Ethics & Assurance		10			10
	Legal Aspects of Business	10				10

## BQA NCQF QUALIFICATION TEMPLATE

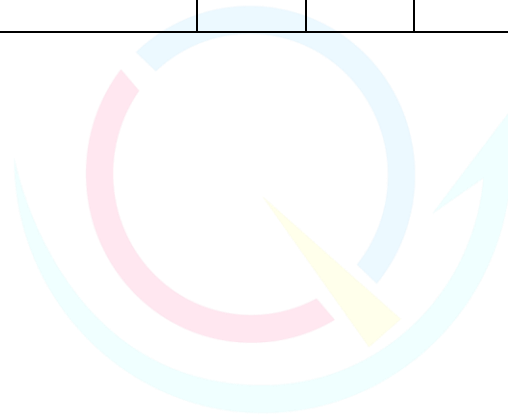
	Introduction to Financial Accounting	10				10
	Financial Accounting 1		10			10
	Sustainability & Climate Risk		10			10
<b>CORE COMPONENT</b> Subjects/Courses/ Modules/Units	Fundamentals of Business & Finance	10				10
	Financial Markets		10			10
	Financial Analytics		20			20
	Fixed Income Analysis		20			20
	Financial Technology		20			20
	Public Finance and Debt Management			10		10
	Equity and Investment Management			10		10
	Computerised Accounting		10			10
	Asset Pricing: Theory and Practice			10		10
	Financial Modelling			10		10
	Professional Practice (Internship)				40	

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	Research Project 2: Dissertation			20		20
	Cost Accounting		10			10
	Financial Management 1		10			10
	Financial Management 2			10		10
	Financial Accounting 2		10			10
	Financial Reporting			20		20
	International Finance			10		10
	Company Law			10		10
	Corporate Governance			10		10
	Taxation 1		10			10
	Research Project 1: Proposal Writing			10		10
<b>STRANDS/ SPECIALIZATION</b>	Subjects/ Courses/ Modules/Units	<b>Credits Per Relevant NCQF Level</b>				<b>Total Credits</b>
		<b>Level 5</b>	<b>Level 6</b>	<b>Level 7</b>	<b>Level 8</b>	
<b>Electives</b>	Venture Capital Finance			10		10
	Financial Engineering			10		10

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	Financial Strategy			10		10
	Entrepreneurship and Innovation				20	20
	Social Entrepreneurship				20	20
	Innovation for Sustainable Development				20	20



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### SUMMARY OF CREDIT DISTRIBUTION FOR EACH COMPONENT PER NCQF LEVEL

#### TOTAL CREDITS PER NCQF LEVEL

NCQF Level	Credit Value
5	90
6	170
7	200
8	20
<b>TOTAL CREDITS</b>	<b>480</b>

#### **Rules of Combination:**

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

- To be awarded the Bachelor of Commerce in Finance, students must successfully complete 480 credits which are accumulated as follows:
- A minimum of 140 credits from the fundamental component, 300 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.

#### **List of pre- requisites for the qualification**

1. Business Mathematics and Statistics 1 → Prerequisite for Business Mathematics and Statistics 2
2. Legal Aspects of Business → Prerequisite for Company Law and Corporate Governance
3. Fundamentals of Business & Finance → Prerequisite for Financial Markets & Financial Management 1
4. Financial Management 1 → Prerequisite for Financial Management 2
5. Microeconomics → Prerequisite for Macroeconomics
6. Introduction to Financial Accounting → Prerequisite for Computerised Accounting
7. Introduction to Financial Accounting → Prerequisite for Financial Accounting 1
8. Introduction to Financial Accounting → Prerequisite for Cost Accounting
9. Financial Accounting 1 → Prerequisite for Financial Accounting 2
10. Financial Accounting 2 → Prerequisite for Financial Reporting
11. Business Mathematics and Statistics 2 → Prerequisite for Financial Analytics

12. Financial Markets→ Prerequisite for Fixed Income Analysis & Equity and Investment Management
13. Financial Analytics→ Prerequisite for Financial Modelling
14. Research Methods in Business→ Prerequisite for Research Project 1
15. Research Project 1→ Prerequisite for Research Project 2: Dissertation
16. Professional Practice (Internship)→ Prerequisite: Completion of all Level 6 core modules

### 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

The assessment and moderation shall be done in accordance with applicable policies and regulations. 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 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.

### RECOGNITION OF PRIOR LEARNING

There shall be exemptions for the award of the qualification in recognition of prior learning (RPL) in accordance with institutional policies in line with the National RPL Policy.

Candidates may submit evidence of credits accumulated in related qualifications to be credited for the Bachelor of Commerce in Finance qualification. The exemption will be awarded on a case by case to basis.

### CREDIT ACCUMULATION AND TRANSFER

Any candidate applying for Credit Accumulation and Transfer (CAT) will be expected to provide evidence of such learning that must be relevant, sufficient, valid, verifiable, and authentic, in line with the National CAT Policy.

### 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 Investment and Banking
- Bachelor of Commerce in Risk Management
- Bachelor of Commerce in Accounting
- Bachelor of Commerce in Financial Management
- Bachelor of Commerce in Supply Chain Management

#### Vertical articulation:

- Bachelor of Commerce Honours in Finance
- Bachelor of Commerce Honours in Investment and Banking
- Chartered Financial Analyst (CFA)
- Chartered Institute of Management Accountants (CIMA)
- Masters in Finance
- Masters in Investment and Banking

#### Employment pathway

After completing the qualification, graduates are expected to be practitioners as follows:

- Financial Risk Analyst
- Regulatory Compliance Officer
- Credit Analyst
- Mergers & Acquisitions Specialist
- Big Data & Financial Analytics
- Finance & Investment Analyst
- Treasury Analyst
- Finance Manager
- Stockbrokers

### QUALIFICATION AWARD AND CERTIFICATION

There will be an issuance of Bachelor of Commerce in Finance certificates to graduates upon completion of 480 credit, including electives.

### SUMMARY OF REGIONAL AND INTERNATIONAL COMPARABILITY

This qualification was compared with similar qualifications at the University of Johannesburg, Northwest University and Macquarie University in Australia. The analysis focused on qualification duration, credit requirements, and exit learning outcomes.

The Botho University Bachelor of Commerce (BCom) in Finance and the University of Johannesburg's Bachelor of Commerce in Finance, Macquarie University's Bachelor of Commerce with a major in Finance and Northwest University's Bachelor of Commerce in Finance share many similarities in their academic structure, qualification level, and exit outcomes:

**Qualification Title:** All three institutions—University of Johannesburg, Northwest University, and Macquarie University—offer a Bachelor of Commerce in Finance (or equivalent), ensuring alignment in qualification naming conventions with Botho University.

**NCQF Level:** Botho University's qualification is at NCQF Level 7 (Botswana), which corresponds to NQF Level 7 (South Africa) for both the University of Johannesburg and Northwest University. Macquarie University follows an equivalent undergraduate framework in Australia with their qualification at AQF level 7.

**Credit Value and Qualification Duration:** Developed qualification is at NCQF 480 credits while University of Johannesburg: NQF 396 credits, Northwest University: NQF 390 credits and Macquarie University: AQF 360 credits (offered over three years). Botho University has the highest credit value and a greater number of years than its comparators indicating a more extensive curriculum. Macquarie University's qualification is the most compressed, reflecting a more intensive but shorter degree structure.

**Exit Level Outcomes:** All four qualifications share common graduate competencies, such as financial decision-making, problem-solving, investment analysis, and risk assessment. The key distinctions lie in specialization: Botho University emphasizes risk management, compliance, financial modelling, sustainability, and FinTech applications. University of Johannesburg focuses on investment management, taxation, and property valuation. Northwest University aligns more with South African financial regulations and business analytics. Macquarie University takes a global approach, integrating AI applications and international finance exposure.

**Course Structure and Specialization:** All four institutions cover financial management, investment analysis, accounting, financial modelling, and risk management. However, notable differences emerge:

- Botho University offers a broader curriculum with a focus on FinTech, risk management, compliance, sustainability, and entrepreneurship. It also includes internships and dissertations for practical exposure.

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- ✚ University of Johannesburg has a traditional financial management focus, incorporating taxation, investment management, and property valuation electives.
- ✚ Northwest University follows a traditional finance approach, integrating business analytics and economic policy, with a strong emphasis on South African industry practices. Unlike Botho, it does not include a dedicated dissertation but uses case studies and research.
- ✚ Macquarie University integrates portfolio theory, AI in finance, and extensive global industry connections, catering to students aiming for international finance careers.

**Conclusion:** The developed qualification BCom in Finance aligns well with regional and international standards, sharing core financial education principles with its comparators. However, its broader curriculum, and emphasis on practical components distinguish it from the others. While University of Johannesburg and Northwest University lean toward regional financial contexts, Macquarie University offers a globalized perspective with advanced financial technology applications. These differences reflect institutional priorities rather than significant variations in qualification comparability.

### REVIEW PERIOD

5 years

### For Official Use Only:

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