


 <b>BOTSWANA</b> Qualifications Authority	<b>BQA NCQF QUALIFICATION TEMPLATE</b>	Document No.	DNCQF.QIDD.GD02
		Issue No.	01
		Effective Date	04/02/2020

SECTION A: QUALIFICATION DETAILS										
<b>QUALIFICATION DEVELOPER (S)</b>		Botho University								
<b>TITLE</b>	Master of Commerce (Banking)						<b>NCQF LEVEL</b>	9		
<b>FIELD</b>	Business, Commerce and Management Studies			<b>SUB-FIELD</b>	Banking and Financial Services			<b>CREDIT VALUE</b>	240	
New Qualification				<input checked="" type="checkbox"/>	Review of Existing Qualification					
<b>SUB-FRAMEWORK</b>		General Education			<input type="checkbox"/>	TVET		Higher Education		<input checked="" type="checkbox"/>
<b>QUALIFICATION TYPE</b>	Certificate	I	II	III	IV	V	Diploma	Bachelor		
	Bachelor Honours			Post Graduate Certificate			Post Graduate Diploma			
	Masters				<input checked="" type="checkbox"/>	Doctorate/ PhD				

### RATIONALE AND PURPOSE OF THE QUALIFICATION

**RATIONALE:**

The efficiency of the financial system has great impact on the socio-economic development of any Country as it finances vital programs through mobilization of savings, capital formation, proper and efficient allocation of scared credit resources. It leads to essential and relevant investments which in turn lead to more production, employment, and income. The banking and financial sector has seen an increase in the importance of expertise in enterprise, operational, financial and compliance risk management most especially in emerging economies without exception to the Botswana economy. In view of the financial crisis of 2007/2008 and the contagion of the mortgage market, it has become incumbent upon emerging markets to gain in-depth insight into the workings of the banking and financial markets and how to both leverage opportunities therein and anticipate and mitigate systematic threats most especially in the emerging economies. Higher education qualifications have traditionally

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focused on the more quantitative financial risk aspects such as mathematical risk modelling. The increasing complexity of banking and financial institutions most especially in emerging economies means that this is no longer enough. The assertion espoused above set the precedence for the motivation of the proposed qualification.

Botswana through its Vision 2016 envisaged to have an educated and informed nation by 2016. This vision has been reiterated by Vision 2036 that aligns the country's goals with the global agenda for sustainable development. Based on the aforementioned, Vision 2036 advocates sustainable economic development and human and social development. Vision 2036 in line with the need for knowledge-based economy seeks to facilitate teaching and learning at different educational levels and also personal enrichment, scholarly advancement or growth.

The HRDC identified Finance Managers (1211), Credit and Loan Officers (3312), Financial and Investment Advisors (2412) and Financial Analysts (2413) as top occupations in top demand under the Finance and Business Services category and this qualification seeks to address this skills gap. A Market survey was carried out in order to establish whether the qualification is viable and suitable for the economy. The responses from the survey were positive with an inkling that the qualification is contemporary, needed, and sustainable.

**PURPOSE:**


The purpose of this qualification is to produce graduates with Knowledge, Skills and Competences to:


- Communicate effectively to solve business problems espousing banking technical skills such as numeracy, accuracy, and quick problem-solving skills.
- Formulate business strategies based on a mind that is commercially sensitive.
- Engage on business analytics whenever required.
- Apply ethical conduct in all strategic and operational banking activities.
- Handle big data in the field of banking.
- Provide financial advice to businesses and households.
- Exert leadership and teamwork competencies.

**ENTRY REQUIREMENTS (including access and inclusion)**

- The minimum admission requirement is NCQF LEVEL 7 (Bachelor's Degree).
- Applicants who do not meet the above criteria but possess relevant industry experience may be considered through recognition of prior learning (RPL).

<b>SECTION B QUALIFICATION SPECIFICATION</b>	
<b>GRADUATE PROFILE (LEARNING OUTCOMES)</b>	<b>ASSESSMENT CRITERIA</b>
1. Communicate effectively to solve business problems encountered in the banking field.	<p>1.1 Summarize facts in a banking scenario-based problem.</p> <p>1.2 Write effective business reports that offer practical solutions.</p>
2. Demonstrate understanding of the knowledge at the frontier of specialized discipline or cross disciplinary fields in Banking industry.	<p>2.1 Solve risk issues in practice relevant to banking, finance, and commercial practices.</p> <p>2.2 Apply the fundamental concepts and tools of finance.</p> <p>2.3 Apply financial management concepts and tools to the decisions faced by a manager in investment decisions.</p>
3. Implement a substantial project normally relevant to the banking sector in a manner that meet agreed deliverables in the banking and finance areas.	<p>3.1 Prepare an implementation program with detailed instructions of activities to be undertaken during the implementation.</p> <p>3.2 Justify each activity on the implementation program.</p> <p>3.3 Produce a remedial action plan that helps close gaps during implementation.</p> <p>3.4 Work within timelines to ensure project deliverables are achieved according to schedules.</p>
4. Apply high degree of ethical conduct in the Financial Sector to avert economic doom in the context of Banking Law and Practice and Commercial Bank management.	<p>4.1 Make autonomous ethical decisions that affect knowledge production, or complex organisational or professional issues.</p> <p>4.2 Adapt risk management principles to fit professional practice.</p> <p>4.3 Make interventions at an appropriate level within a system, based on an understanding of hierarchical relations within the system.</p>


	<p>4.4 Address the intended and unintended consequences of interventions.</p>
<p>5. Conduct research on banking and financial issues based on a mastery of the Global body of banking, financial, and research knowledge.</p> 	<p>4.4 Address the intended and unintended consequences of interventions.</p> <p>5.1 Prepare a dissertation proposal in any area(s) within the banking field.</p> <p>5.2 Produce a clear and relevant topic that identifies with the banking profession.</p> <p>5.3 Clearly outline the research objectives, questions and assumptions driving the study.</p> <p>5.4 Give an account of the background information of the study.</p> <p>5.5 Review the relevant literature that helps to frame and answer the research questions and hypotheses.</p> <p>5.6 Implement an authentic research methodology.</p> <p>5.7 Interpret comprehensively the research findings.</p> <p>5.8 Make conclusions and produce convincing recommendations.</p>
<p>6. Demonstrate a thorough and complete understanding of the accounting, legal, legislative, and regulatory frameworks that govern financial markets.</p>	<p>6.1 Explain risk and profitability relative to relevant market variables affecting the value.</p> <p>6.2 Measure banking and financial institutions' performances against the various financial assets they trade on.</p>
<p>7. Apply the concepts of strategic management on banking and financial services delivery.</p>	<p>7.1 Formulate strategies that can help the entities to sail through challenges.</p> <p>7.2 Appraise some strategies presented in case studies, highlighting some strengths and weaknesses in the given strategies.</p>

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	7.3 Suggest ways to enhance good strategies and improve on the weak ones within the context of banking and financial institutions.
8. Demonstrate knowledge and understanding of concepts and structure of financial services, local and international money, and capital markets.	<p>8.1 Advise corporate and individual clients that wish to invest on the local or international money and capital markets, through case-based questions.</p> <p>8.2 Explain complex ideas to clients without seeming condescending or superior.</p>
9. Demonstrate knowledge and understanding of the current affairs on Commerce in general, and banking more specifically.	<p>9.1 Analyse current financial market affairs using the general learnt skills of a banker.</p> <p>9.2 Make recommendations to existing or potential investors on the local and international money and capital markets.</p>
10. Implement banking and finance processes in the context of Financial Services regulation and compliance.	<p>10.1. Formulate the banking and finance processes in the context of financial services and, in the context of regulation and compliance.</p> <p>10.2. Identify and examine common tools used by financial regulators.</p> <p>10.3. Recommend suitable regulations under specific scenarios within the banking fraternity.</p>

SECTION C	QUALIFICATION STRUCTURE				
COMPONENT	TITLE	Credits Per Relevant NCQF Level			Total (Per Subject/ Course/ Module/ Units)
		Level [ ]	Level [ ]	Level [ 9]	
<b>FUNDAMENTAL COMPONENT</b> Subjects/ Courses/ Modules/Units	Financial Information Technology	N/A	N/A	9	10
<b>CORE COMPONENT</b> Subjects/Courses/ Modules/Units	Banking Operations Strategy	N/A	N/A	9	20
	Bank Financial Risk Management	N/A	N/A	9	10
	Corporate Finance and Financial Statement Analysis	N/A	N/A	9	20
	Banking Law and Practice	N/A	N/A	9	10
	Foreign Exchange Management	N/A	N/A	9	10
	Commercial Bank Management	N/A	N/A	9	10
	Architecture of Financial Institutions	N/A	N/A	9	10

	Portfolio Theory and Investment Banking	N/A	N/A	9	10
	Financial Services Regulation and Compliance	N/A	N/A	9	20
	Quantitative Methods in Developing Finance	N/A	N/A	9	10
	Research methods and Dissertation	N/A	N/A	9	80
<b>ELECTIVE/ OPTIONAL COMPONENT</b> Subjects/Courses/ Modules/Units	International Financial Management	N/A	N/A	9	10
	Business Policy and Strategic Management	N/A	N/A	9	10
	Contemporary Issues in Development Finance	N/A	N/A	9	10
	Project Finance	N/A	N/A	9	10
	Financial Sector Regulation	N/A	N/A	9	10
	Responsible Investment	N/A	N/A	9	10
	Micro Enterprise Finance	N/A	N/A	9	10

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

<b>TOTAL CREDITS PER NCQF LEVEL</b>	
<b>NCQF Level</b>	<b>Credit Value</b>
9	240
<b>TOTAL CREDITS</b>	240

**Rules of Combination:**

To successfully complete the qualification, the candidate:

- Must complete all the 240 credits (10 credits of Fundamental module, 210 credits of core modules and 20 credits of elective modules).
- Should have successfully defended the proposal and final dissertation (viva voce).

**ASSESSMENT ARRANGEMENTS**

This qualification is assessed and moderated as follows:

**Formative assessment:**


Learners are continuously assessed through internal assessments which constitute 50% of the overall grade for all modules.

**Summative assessment:**

The summative assessment which can also be case study based will constitute (50%) of the total grade per module.

**MODERATION ARRANGEMENTS**

Both internal and external moderation will be done in-line with the Moderation policy of the Institution. Assessments and moderations shall be done by registered and accredited assessors and moderators.

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### RECOGNITION OF PRIOR LEARNING

Provision of RPL for award of the qualification will be in line with the National Recognition to Prior Learning (RPL) Policy.

### CREDIT ACCUMULATION AND TRANSFER

Credit transfer will be applied in line with National Credit Accumulation and Transfer (CAT) Policy.

### PROGRESSION PATHWAYS (LEARNING AND EMPLOYMENT)

#### Learning Pathway

##### Vertical:


Completion of a Master's Degree in Banking meets the requirement for vertical progression and admission to a cognate Doctoral Degree such as the following:

- PhD in Banking.
- PhD in Banking and Finance.
- PhD in Finance.
- PhD in International Finance and Economic.
- PhD in Risk Management, among others.

##### Horizontal:

The qualification is commensurate with qualifications such as:

- Master of Commerce in Risk Management of Financial Markets.
- Master of Commerce in Finance.
- Master of Commerce in Investment and Financial Risk Management.
- Master's in international in Finance.
- International Professional Accreditation Bodies such as, The Institute of Bankers (UK, India, South Africa, etc.), Chartered Institute of Financial Analysts (CFA), and the Institute of Risk Management.

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### Employment Pathway

The qualification will produce post-graduates suitable for positions as Bank Managers, Financial Managers, Property Developers, Securities analysts, Risk Managers, Entrepreneurs, Prospective Business Managers, Policy Makers.


### QUALIFICATION AWARD AND CERTIFICATION

The learner will be awarded a qualification, '**Master of Commerce (Banking)** 'after attaining 240 credit value. The candidate is entitled to the master's degree certificate, issued by the University, upon satisfying all the requirements.

### REGIONAL AND INTERNATIONAL COMPARABILITY

The qualifications have been benchmarked with:

- National University of Science and Technology (NUST), Bulawayo, Zimbabwe: Master of Science in Banking and Financial Economics.  
<https://www.nust.ac.zw/index.php/component/content/article/120-postgraduate-degree-programmes/commerce-postgrad/287-master-of-science-degree-in-banking-and-financial-economics-msc-bfe.html?Itemid=437>
- University of Birmingham: Master of Science in Money, Banking, and Finance.  
<https://www.birmingham.ac.uk/postgraduate/courses/taught/econ/money-banking-finance.aspx>
- Monash Business School in Australia: Master of Banking and Finance.  
<https://www.monash.edu/study/courses/find-a-course/2021/banking-and-finance-b6004>

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**Summary:**

The team observed similarities and differences in the proposed Master of Commerce (Banking) in National University of Science and Technology, University of Birmingham, and Monash Business School in Australia for the proposed Master of Commerce (Banking). The Master of Commerce in Banking for the proposed qualification is expected to facilitate professional and corporate development of business leaders and aspiring business managers. The qualification has been designed to meet the needs of emerging market context and gain a deeper understanding of the workings of financial markets and how to leverage opportunities in a dynamic environment.

**National University of Science and Technology**

**Similarities and Differences for proposed qualification and National University of Science and Technology:**

- Domain modules of the Wits Business School include foreign exchange management, commercial bank management, contemporary issues in developing finance, corporate finance, international financial management, portfolio theory and investment Banking.
- The domain modules for the proposed qualification include bank operations strategy, bank financial risk management, corporate finance and financial statement analysis, financial services regulation, responsible investment, banking law and practice and foreign exchange management.
- Exit learning outcome for the National University of Science and Technology involve the design and development of research agenda capable of contributing towards development of professional practice in Banking through research of existing knowledge that involve collaborative efforts that addresses contemporary issues.
- Learning and Employment pathway for the National University of Science and Technology and the proposed qualification are also different and similar in some ways. The proposed qualification thus offers prospective candidates unique opportunities in a dynamic financial market of today.

## **University of Birmingham**

### **Similarities and differences for proposed qualification and University of Birmingham:**

- Domain modules for University of Birmingham include Banking operations strategy, simulation, management information systems, Bank Financial Risk management, responsible environment, project finance and Financial Services regulation.
- The modules for the proposed qualification include Bank financial risk management, commercial bank management, portfolio theory and investment banking and financial service regulation and compliance.
- The qualification rules and required years of experience as well as the learning and employment pathways offer unique differences too.
- Exit learning outcomes for Birmingham indicate unique demonstration of requisite and mastery of advanced skills in the field of Banking and Finance.
- This qualification provides students with rigorous and critical grounding in key core and functional areas taking into consideration integrative and interactive global outlook.

## **Monash Business School**

### **Similarities and Differences for proposed qualification and Monash Business School:**

- Exit outcomes for Monash Business School indicate the need for candidates to think and act in a rapidly changing environment and have a deep understanding of the functions of the banking industry with acute awareness of self-identity and values of fiscal prudence.
- Domain modules for Monash Business School include banking law and practice, commercial bank management, bank operations strategy and quantitative methods in development finance.
- The domain modules for the proposed qualification include banking law and practice, project finance, commercial bank management and international financial management.
- Assessment metrics, qualification rules and employment and learning pathways demonstrate level of similarity and differences for Monash Business School and the proposed qualification.

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<b>REVIEW PERIOD</b>
5 Years

