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| **SECTION A:** | **QUALIFICATION DETAILS** | | | | | | | | | | | | |
| **QUALIFICATION DEVELOPER (S)** | BA ISAGO University | | | | | | | | | | | | |
| **TITLE** | Bachelor of Commerce in Investment Management and Financial Technology | | | | | | | | | **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 | | Q0104 | |
| **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 | | | |
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| **RATIONALE AND PURPOSE OF THE QUALIFICATION** | | | | | | | | | | | | | |

**RATIONALE:**

The Human Resource Development Council (HRDC) Top Occupations in High Demand (2023/24) has identified financial analysts, investment analysts, financial planners, assets/fund/portfolio managers and pension fund administrators as occupations in high demand within the business financial services sector. These occupations were identified based on the sub sector's potential growth and the creation of employment. Furthermore, according to the HRDC report, people with these skills are scarce and the market heavily relied on imported labour. Therefore, there is a need to localize the professions by training people through development of relevant qualifications.

Furthermore, Vision 2036 emphasizes human capital development and financial sector modernization, goals that this program directly supports. As Botswana aspires to become a regional financial hub, having graduates trained in both fintech and investment management would provide a competitive advantage, positioning the country as a leader in providing innovative financial services. With global trends like digital currencies, blockchain, and sustainable investing gaining momentum, the degree would prepare Botswana's professionals to stay ahead of these trends, ensuring that the country's financial sector remains competitive and aligned with global best practices.

The need for this qualification is further reinforced by provisions of Vision 2036 standpoint which states that the investment in human capital enhances productivity, economic growth and emergence of industries. The qualification will drive this objective of Vision 2036 by ensuring that Botswana utilizes developed financial services capability to fund investment opportunities and generate wealth by exporting financial services. Furthermore, the qualification responds to the call of the National Human Resource Development Strategy (NHRDS) to move from the reliance on natural resource to human resource development. This qualification will equip students with skills to make sound investment decisions, solve complex investment problems, solve complex investment problems, manage investment risk and use financial technology innovations in investments.

In the academic year 2021–2022, BA ISAGO University launched the Bachelor of Commerce in Investment Management program, enrolling 32 students. However, enrolment numbers declined to 28 students in 2023–2024 and further dropped to just 10 students in 2024–2025. During the 2024 HRDC career fair, Investment Management lecturers engaged with prospective students, who expressed a preference for qualifications integrating technology. In response, the University conducted a comprehensive Needs Assessment to evaluate the relevance of the Bachelor of Commerce in Investment Management in addressing Botswana's socio-economic priorities. The findings revealed that Botswana's investment landscape is increasingly shaped by financial technology innovation, digital transformation, regulatory shifts, and emerging cyber risks. Consequently, the qualification was rebranded as the Bachelor of Commerce in Investment Management and Financial Technology to better reflect the dynamic and evolving industry landscape. The structurer of this qualification which is now a double major was amended accordingly by adding modules that speak to Financial Technology so as to broaden the academic scope, allowing students to diversify their skill sets and knowledge base. This will be the first of its kind in the country and the qualification will greatly benefit the Financial Sector.

**PURPOSE: (itemise exit level outcomes)**

The purpose of this qualification is to produce graduates with specialized knowledge, skills, and competencies to:

1. Utilize advanced financial technology innovations to create transformative solutions that enhance efficiency, intensifies competitiveness, and foster innovation across the financial industry.
2. Critically assess and mitigate various financial risks to ensure robust investment performance and compliance.
3. Proficiently create and manage investment portfolios, utilizing both traditional and advanced financial instruments.
4. Champion ethical standards and regulatory compliance, ensuring responsible investment practices and adherence to industry norms.

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

Entry to this qualification is through the following:

i. Applicants must have a minimum of Certificate IV, NCQF Level 4 (TVET/GE) or equivalent.

OR

ii. Candidates who do not meet the minimum academic qualifications stated above will be considered through the Recognition of Prior Learning (RPL) process which shall be administered according to the National RPL Policy. There will also be provision for Credit Accumulation Transfer to the learner in case they transfer in from another institution as per National Policy on CAT.

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| SECTION B QUALIFICATION SPECIFICATION | |
|---|---|
| **GRADUATE PROFILE (LEARNING OUTCOMES)** | **ASSESSMENT CRITERIA** |
| 1. Analyze financial markets to make strategic, data-driven decisions regarding investment opportunities in stocks, bonds, mutual funds, and other securities. | 1.1 Interpret financial data to identify potential investment opportunities across various asset classes, including stocks, bonds, and mutual funds.<br>1.2 Assess the financial performance and position of individuals and organizations to guide informed investment decisions.<br>1.3 Develop clear, strategic investment recommendations based on thorough market evaluations and data-driven insights.<br>1.4 Critically apply knowledge of diverse financial markets to make financial decisions at individual and company levels.<br>1.5 Correlate the economic implications of different risk profiles with performance of companies and funds.<br>1.6 Formulate strategies for exploiting international business opportunities ,including foreign entry strategies and international location of production.<br>1.7 Continuously monitor the performance of chosen investments, making adjustments based on market dynamics and performance analysis. |
| 2. Leverage sophisticated quantitative methods to address complex investment challenges and perform precise valuation of securities for optimal decision-making. | 2.1 Apply basic mathematical and statistical skills necessary in analyzing portfolio risk.<br>2.2 Utilize net present value analysis and budgeting techniques to calculate the value of investment instruments. |

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| | 2.3 Employ advanced quantitative methods, such as statistical models, financial algorithms, or econometrics, to analyze complex investment scenarios.<br>2.4 Effect appropriate valuation models (e.g., Discounted Cash Flow, CAPM, or multiples analysis) to determine the intrinsic value of various securities.<br>2.5 Extract actionable insights from large datasets using quantitative techniques and present them in a clear, logical manner for decision-making.<br>2.6 Formulate effective solutions for intricate investment problems, using data-driven approaches and complex financial analysis techniques.<br>2.7 Maintain typical organization investment model spreadsheets. |
| 3. Mitigate risks across diverse investment environments by implementing advanced strategies to minimize potential losses and safeguard portfolio performance. | 3.1 Identify risks across different investment environments, including market, credit, liquidity, and operational risks.<br>3.2 Utilize risk models (e.g., Value at Risk, Beta analysis) to measure exposure and assess the potential impact of various risks on investment portfolios.<br>3.3 Adjust risk management strategies in response to changing market conditions, economic indicators, or unforeseen global events.<br>3.4 Align risk management practices with industry standards and regulatory frameworks to minimize the potential for legal or compliance-related losses.<br>3.5 Conduct scenario analysis and stress testing to evaluate how portfolios might perform under |

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| | extreme market conditions or economic downturns.<br>3.6 Leverage advanced risk management software and tools to enhance risk evaluation and decision-making.<br>3.7 Assess the benefits and risks of financial technology to improve financial services. |
| 4. Uphold the highest professional and ethical standards governing investment management practices to ensure integrity and accountability in all financial activities. | 4.1 Develop a high standard of service and act in the best interests of each client.<br>4.2 Justify regulatory compliance of organizational transaction.<br>4.3 Evaluate regulatory or tax law changes to ensure fund compliance and capitalize on development opportunities.<br>4.4 Assess legal documentation and contracts required to complete investments.<br>4.5 Analyse ethical issues involved in investment management.<br>4.6 Advise clients on the tax implications of holding and disposing of each security type or asset class. |
| 5. Employ advanced financial technology inventions to boost transformative solutions within the financial industry. | 5.1 Assess the impact of key financial technology trends and technologies such as blockchain, artificial intelligence, mobile payments, and cloud computing in the Finance industry.<br>5.2 Analyse the transformative effect of financial technology on various financial sectors, including banking, payments, lending, investments, and insurance.<br>5.3 Integrate financial technology tools and platforms to streamline processes, reduce costs, and enhance operational efficiency within financial services. |

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| | 5.4 Implement cutting-edge FinTech innovations that provide competitive advantages and promote industry-leading practices.<br>5.5 Assess improvements in operational efficiency due to employing the financial technology tools.<br>5.6 Evaluate how adaptability of the Fintech solutions to changes in market demand or regulatory environments. |
| 6. Incorporate Environmental, Social, and Governance (ESG) considerations into financial practices and promote sustainability in business and investment activities. | 6.1 Apply the principles and concepts of Environmental, Social, and Governance (ESG) on sustainable finance.<br>6.2 Explore various financial instruments and products that support sustainable development, such as green bonds and impact investing.<br>6.3 Integrate ESG factors into financial analysis and investment strategies.<br>6.4 Assess the impact of financial decisions on social outcomes, including labor practices, community development, and human rights.<br>6.5 Monitor the tracking and reporting of ESG performance to stakeholders, including progress on sustainability goals. |
| 7. Conduct applied research and generate solutions to existing investment and financial technology challenges. | 7.1 Critically assess the local, regional and global challenges facing the financial service industry.<br>7.2 Apply advanced data collection methods to gather information on key trends and developments in the financial service industry.<br>7.3 Critically analyse quantitative and qualitative data to determine complex and unpredictable challenges within the financial service industry. |

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| | 7.4 Generate solutions that promote ethical, innovative and sustainable business practices |

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| SECTION C | QUALIFICATION STRUCTURE | | | | |
|---|---|---|---|---|---|
| COMPONENT | TITLE | Credits Per Relevant NCQF Level | | | Total Credits |
| | | Level [ 6 ] | Level [ 7 ] | Level [ 8 ] | |
| **FUNDAMENTAL COMPONENT**<br>Subjects/ Courses/ Modules/Units | Business Communication | 10 | | | 10 |
| | Principles of Management | 10 | | | 10 |
| | Introduction to Entrepreneurship | 10 | | | 10 |
| | Computing & Information Skills | 10 | | | 10 |
| **CORE COMPONENT**<br>Subjects/Courses/ Modules/Units | Investment Management Laws | | 10 | | 10 |
| | Financial Accounting I | | 12 | | 12 |
| | Quantitative Finance | | 12 | | 12 |
| | Investment Evaluation | | 12 | | 12 |
| | Principles of economics | | 12 | | 12 |
| | Introduction to FinTech | | 12 | | 12 |
| | Financial Accounting II | | 12 | | 12 |

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| | Corporate Finance | | 12 | | 12 |
| | Principles of Data Analytics | | 12 | | 12 |
| | Corporate Governance and Business Ethics | | 12 | | 12 |
| | Marketing of Investment products | | 12 | | 12 |
| | Digital Financial Systems | | 12 | | 12 |
| | Cost and Management Accounting | | 12 | | 12 |
| | Investment Fund Management | | 12 | | 12 |
| | Risk Management | | 10 | | 10 |
| | Treasury Management | | 12 | | 12 |
| | Data Driven Financial Modelling | | 12 | | 12 |
| | Alternative Investments | | 12 | | 12 |
| | Financial Information Systems | | 12 | | 12 |
| | Financia Data Analytics | | | 12 | 12 |
| | Corporate Strategy in a Digital World | | 12 | | 12 |
| | Industrial Attachment | | 60 | | 60 |
| | Derivatives and Financial Technology | | 12 | | 12 |

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|---|---|---|---|---|---|
| | Cybersecurity for Financial Technology | | 12 | | 12 |
| | Research Methods | | | 12 | 12 |
| | Fixed Income Analysis and Valuation | | 12 | | 12 |
| | ESG Investing and Sustainable Finance | | 12 | | 12 |
| | Research Project in Investment Management & Financial Technology | | 24 | | 24 |
| | International Finance | | 12 | | 12 |
| | Business Continuity and Crisis Management | | 12 | | 12 |
| **STRANDS/ SPECIALIZATION** | Subjects/ Courses/ Modules/Units | **Credits Per Relevant NCQF Level** | | | **Total Credits** |
| | | **Level [ ]** | **Level [ ]** | **Level [ ]** | |
| **1.** | Relationship Management | | 12 | | 12 |
| **Electives** | Financial Economics | | 12 | | 12 |
| | Behavioural Finance | | 12 | | 12 |
| | Project Management | | 12 | | 12 |

| SUMMARY OF CREDIT DISTRIBUTION FOR EACH COMPONENT PER NCQF LEVEL | |
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| **TOTAL CREDITS PER NCQF LEVEL** | |
| **NCQF Level** | **Credit Value** |
| 6 | 40 |
| 7 | 410 |
| 8 | 30 |
| **TOTAL CREDITS** | **480** |
| **Rules of Combination:**<br>**(Please Indicate combinations for the different constituent components of the qualification)** | |
| The credit distribution is made up of 40 credits from the fundamental component, 416 credits from the core component and 24 credits from the elective component, where students will choose only two (2) modules. | |

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| ASSESSMENT ARRANGEMENTS |
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| All assessments which are leading to the award of the qualification should be based on learning outcomes and associated assessment criteria. The Assessors and Moderators should:<br>• Be registered and accredited as Assessors and Moderators by the Botswana Qualifications Authority or its equivalent.<br>• Be experts in educational management or any leadership qualifications at level 10 in the sub-field of the qualifications area.<br>**i. Formative Assessment**<br>The weighting of formative assessment is 60 % of the final assessment mark.<br>**ii. Summative Assessment**<br>The weighting of summative assessment is 40 % of the final assessment mark. |
| **MODERATION ARRANGEMENTS** |
| There will be provision for internal and external moderation, conducted by Moderators registered with Botswana Qualifications Authority (BQA). |
| **RECOGNITION OF PRIOR LEARNING** |
| Recognition of Prior Learning (RPL) will be applicable for consideration for award in this qualification.as specified in policies by the Education and Training Provider (ETP) in line with the National RPL policies. |
| **CREDIT ACCUMULATION AND TRANSFER** |
| Credit Accumulation Transfer (CAT) will be applicable for consideration for award in this qualification as specified in policies by the Education and Training Provider (ETP) in line with the National CAT policies. |
| **PROGRESSION PATHWAYS (LEARNING AND EMPLOYMENT)** |
| **Learning Pathways**<br>***Horizontal Articulation:***<br>• Bachelor of Commerce in Investment Management and Banking |

- Bachelor of Commerce in Banking and Finance
- Bachelor of Commerce in Pensions Management
- Bachelor of Commerce in Data Analytics

***Vertical Articulation***

- Master of Commerce in Financial Management
- Master of Commerce in Pensions Management
- Master of Commerce in Insurance and Pensions Management
- Master of Business Administration
- Master of Commerce in Banking and Finance

**Employment Pathways**

- Investment manager
- Fund manager
- Financial Advisor
- Trustee
- Micro-insurance specialist
- Insurance account manager
- Investment officer
- Investment Analyst
- Insurance Analyst
- Data Analyst
- Data Scientist
- Fintech Specialist

**QUALIFICATION AWARD AND CERTIFICATION**

Candidates meeting the prescribed requirements will be awarded the qualification in accordance with the qualification composition rules and applicable policies. To be eligible for the award of the Bachelor of Commerce in Investment Management and Financial Technology, candidates should have passed all course work assignments and the final examination and obtained a minimum of 480 credits. A certificate will be issued to learners who are awarded the qualification.

**SUMMARY OF REGIONAL AND INTERNATIONAL COMPARABILITY**

This qualification compares with the following:

1. Bachelor of Commerce Major in Investment Management – Stadio Higher Education, South Africa
2. Bachelor of Commerce in Investment Management – University of Pretoria, South Africa
3. Bachelor of Science in Financial Technology – Martin Tuchman School of Management, United States of America

The benchmarking exercise revealed that the proposed (Bachelor of Commerce in Investment and Financial Technology) compares favourably against other regional and international qualifications benchmarked with. The titles vary to denote the qualification streams, which are Investment Management and Financial Technology. The proposed qualification is a combination of both streams whereas the streams for the qualifications of University of Pretoria and Stadio Higher Education are Investment Management. Martin Tuchman School of Management University's qualification's stream is in Financial Technology. The designator for the proposed qualification is Bachelor of Commerce which is similar to the qualifications of University of Pretoria and Stadio Higher Education whereas Martin Tuchman School of Management qualification is a Bachelor of Science. All the qualifications are pitched at Level 7 following the qualification frameworks adopted by each country (NCQF and NQF).

There are also similarities in terms of the domains in the proposed qualification and the ones benchmarked with. These include Economics, Entrepreneurship, Introduction to Research, Financial Accounting and similar to each other the proposed qualification and the ones compared to collectively aim at equipping students with the fundamental and analytical skills required in Investment Management and providing an in-depth knowledge and understanding of the theories and evolution of FinTech. The assessment strategies for all qualifications include both formative and summative to assess the achievement of the stated learning outcomes. The rule for award of qualification in all the qualifications is for learners to complete all compulsory modules and attain the minimum required credits.

There are noticeable differences in terms of credits and duration because of difference in frameworks adopted by each country. The proposed qualification carried 480 credits whereas the qualifications for University of Pretoria and Stadio Higher Education carry 360 credits and Martin Tuchman School of Management 120. In terms of duration, the proposed qualification is offered for a period of 4 years similar to the duration of Martin Tuchman School of Management whereas both University of Pretoria

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| and Stadio Higher Education run their qualifications for a period of 3 years.<br>In terms of articulation, all the qualifications have similar routes for educational progression and employment pathways. The common education progression pathway for all the qualifications together with the proposed is Master of Commerce in Investment Management and Master of Commerce in Financial Management. The qualifications have similar employment pathways and the ones that cut across in all qualifications are Fund manager and Financial Analyst. |
| **REVIEW PERIOD** |
| This qualification will be reviewed after 5 years upon registration. |

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**For Official Use Only:**

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