BOTSWANA Qualifications Authority	**BQA NCQF QUALIFICATION TEMPLATE**

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<tr><td colspan="3">SECTION A:</td><td colspan="9">QUALIFICATION DETAILS</td></tr>
<tr><td colspan="3">QUALIFICATION DEVELOPER (S)</td><td colspan="9">BA ISAGO University</td></tr>
<tr><td>TITLE</td><td colspan="5">Bachelor of Commerce in Banking and Finance</td><td colspan="4">NCQF LEVEL</td><td colspan="2">7</td></tr>
<tr><td>STRANDS (where applicable)</td><td colspan="11">N/A</td></tr>
<tr><td>FIELD</td><td colspan="5">Business, Commerce and Management Studies</td><td colspan="4">CREDIT VALUE</td><td colspan="2">496</td></tr>
<tr><td>SUB FIELD</td><td colspan="11">Finance</td></tr>
<tr><td rowspan="2">New Qualification</td><td rowspan="2"></td><td rowspan="2">Legacy Qualification</td><td rowspan="2"></td><td colspan="6">Renewal Qualification</td><td colspan="2">✓</td></tr>
<tr><td colspan="5">Registration Code</td><td colspan="3">Q0117</td></tr>
<tr><td>SUB-FRAMEWORK</td><td colspan="2">General Education</td><td></td><td colspan="2">TVET</td><td></td><td colspan="3">Higher Education</td><td colspan="2">✓</td></tr>
<tr><td>QUALIFICATION TYPE</td><td>Certificate</td><td>I</td><td></td><td>II</td><td></td><td>III</td><td></td><td>IV</td><td></td><td>V</td><td></td></tr>
<tr><td></td><td colspan="11">Diploma | | Bachelor | ✓</td></tr>
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RATIONALE AND PURPOSE OF THE QUALIFICATION
The banking and financial services sector plays a crucial role in economic development, facilitating capital flow, investment, and economic stability. The sector serves as the backbone of modern economies by ensuring efficient allocation of resources, supporting businesses, and fostering economic stability. In recent years, forces such as globalisation, technological change, deregulation and international integration have fundamentally transformed the banking and financial services sector. As a result, the role of banking and finance continues to increase in complexity, fuelling demand for a need to understand the theory and logic that underlie financial decision-making, risk management and the behaviour of financial markets. With the increasing complexity of global financial markets, there is a growing demand for

professionals who can analyse financial data, manage risks, and ensure compliance with evolving regulations. The Human Resource Development Council (HRDC), in its Top Occupations in High Demand (2023/24) report, has highlighted the critical need for skills training and development in the banking and financial services sector. The report identifies financial services regulator, investment analyst, investment principal and financial planner as high-demand occupations within the business financial services industry, emphasizing the growing need for specialized expertise in these areas. The need for this qualification is further reinforced by the provisions of Vision 2036, which prioritizes the development of financial services to fund investment opportunities and generate wealth through the export of financial services.

As the country strives to establish itself as a regional financial hub, equipping graduates with expertise in banking, finance, and financial technologies is essential to provide a competitive edge, positioning the country as a leader in innovative financial services. Therefore, the proposed Bachelor of Commerce in Banking and Finance is intended to train and produce graduates with a specialized knowledge in banking operations and services, financial markets and investments, risk and treasury management, as well as regulatory compliance and ethics. The qualification further prepares graduates to leverage digital transformation for improved financial services and customer experiences. By providing a strong foundation in financial principles, regulatory frameworks, investment analysis, economic policy and strategic financial management, the qualification ensures that graduates are well-prepared to drive financial innovation and contribute to the stability and growth of financial institutions and economies.

The proposed qualification will equip graduates with the essential skills to explore a wide range of career opportunities in banking and finance, including roles such as corporate treasurer, securities dealer, commercial and investment banker, financial analyst, mergers and acquisitions specialist, risk consultant, and fund/portfolio management. Additionally, it will serve as a strong foundation for students aspiring to pursue globally recognized professional certifications, such as the Chartered Financial Analyst (CFA) and Financial Risk Manager (FRM), enhancing their expertise and career prospects in the financial sector.

Over the past four years, the Bachelor of Commerce in Banking and Finance has experienced a steady growth in enrolments. In 2021, a total of 32 students were admitted, followed by a decline in 2022 and 2023, enrolling 17 and 31 students, respectively. However, in 2024 there was a significant increase, with a total of 49 students enrolling. This increase signified the qualification’s sustained market relevance. All enrolled cohorts are still pursuing the learning programme and are expected to transition into the workforce by securing job opportunities in banks, insurance companies, and various financial institutions.

PURPOSE: (itemise exit level outcomes)
The purpose of this qualification is to produce graduates with specialized knowledge, skills, and competencies to: 1. Apply financial theories, techniques and models to analyse the complexities of the banking and financial sector to manage money, grant credit, make investments, provide financial facilities and acquire capital. 2. Provide secure financial services and transactions using the latest financial technology innovations to enhancing customer experience. 3. Manage financial risks and uncertainties in the banking and financial services sector to strengthen business stability and performance. 4. Incorporate Environmental, Social, and Governance (ESG) considerations into financial practices and promote sustainability in business and investment activities.
MINIMUM ENTRY REQUIREMENTS (including access and inclusion)
i. Applicants must have at least NCQF Level 4 (TVET/GE) or equivalent. OR ii. Candidates who do not meet the minimum academic qualifications stated above will be considered through 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 a case they are 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. Demonstrate specialized knowledge of the banking and financial services industry, incorporating recent trends that impact financial operations.	1.1 Analyse the broader role of the financial services sector in the national and global economies. 1.2 Evaluate the banking and financial services environment based on key operational functions, regulatory frameworks, and emerging trends.

	1.3 Apply theories and practice of financial services and financial markets in handling financial products within the rapidly changing global banking and finance industry. 1.4 Develop financial solutions for individuals, businesses, and institutions through informed decision-making and financial planning. 1.5 Apply specialized knowledge to improve banking processes, customer service, and operational efficiency. 1.6 Monitor trends in international financial markets, exchange rate dynamics, and economic policies affecting banking and finance.
2. Conduct banking and financial transactions in compliance with the regulatory environment and ethical philosophy governing financial institutions' operations.	2.1 Examine the local and international legislation and regulations regarding banking and financial services operations. 2.2 Analyze the influence of the corporate governance system on the performance of banks and other financial institutions. 2.3 Implement financial regulations, including Basel III, AML/KYC requirements, and central banking policies, ensuring compliance and risk mitigation in financial operations. 2.4 Conduct audits of bank policy, and compliance to financial sector standards. 2.5 Comply with ethical standards and corporate governance principles in banking and finance operations.
3. Apply digital banking solutions, financial modelling tools, and data analytics to enhance efficiency and decision-making.	3.1 Evaluate financial data, market trends, and risk factors to support strategic decision-making. 3.2 Develop financial models to analyse investment opportunities, assess risks, and forecast financial performance.

	3.3 Apply advanced data analytics techniques (e.g., regression analysis, machine learning, trend analysis) to interpret financial data and inform decisions. 3.4 Administer financial service using financial technologies and digital banking tools. 3.5 Evaluate the effectiveness of digital platforms in performing secure transactions, managing accounts and enhancing customer experience.
4. Manage financial risks and uncertainties in the banking and financial services sector to strengthen business stability and performance.	4.1 Evaluate risk exposure using quantitative and qualitative risk assessment techniques. 4.2 Analyse financial data to assess potential uncertainties and their impact on business 4.3 Implement risk management strategies, such as hedging, diversification and capital adequacy planning. 4.4 Apply treasury management techniques, including cash flow forecasting, asset-liability management (ALM), and liquidity risk management. 4.5 Utilize financial instruments (e.g., derivatives, bonds, swaps) to manage financial risks effectively. 4.6 Assess the effectiveness of risk mitigation strategies and recommend improvements.
5. Assess financial statements, market trends, and economic indicators to drive strategic planning and investment decisions.	5.1 Prepare financial statements to determine an organization's financial health and performance. 5.2 Apply advanced financial ratios (e.g. Liquidity, profitability, solvency) to assess business stability and growth potential. 5.3 Analyse market trends and economic indicators to assess their impact on investment and strategic planning.

	5.4 Apply time value of money principles in decision-making. 5.5 Interpret financial models to support business decisions and investment strategies 5.6 Assess the financial feasibility of projects and investments based on data-driven analysis. 5.7 Present financial analysis reports with clear insights and strategic recommendations.
6. Develop strategic financial solutions for business growth, sustainability, and economic development.	6.1 Apply financial strategies to optimize cash flow, profitability, and investment returns. 6.2 Implement capital budgeting techniques such as Net Present Value (NPV), Internal Rate of Return (IRR), and Cost-Benefit Analysis (CBA). 6.3 Develop sustainable financial solutions that balance profitability with social and environmental impact. 6.4 Integrate financial technology (FinTech) and digital solutions to enhance financial management efficiency. 6.5 Communicate financial solutions effectively to stakeholders, including executives, investors, and regulators.
7. Assist to conduct applied research and generate innovative ideas to solve complex and contemporary issues affecting the financial services sector.	7.1 Gather research data from multiple sources, including financial reports, case studies, and scholarly articles. 7.2 Analyse local, regional and global banking trends and financial indicators to extract meaningful insights. 7.3 Integrate findings from diverse sources to provide a comprehensive understanding of the financial services environment. 7.4 Draw evidence-based conclusions to support banking strategies and financial decision-making.

	7.5 Generate solutions that promote ethical and sustainable financing practices. 7.6 Present findings in a clear and structured manner through reports and presentations.

SECTION C	QUALIFICATION STRUCTURE				
COMPONENT	TITLE	Credits Per Relevant NCQF Level			Total Credits
		Level [5]	Level [6]	Level [7]	
FUNDAMENTAL COMPONENT Subjects/ Courses/ Modules/Units	Principles of Business Management	10			10
	Principles of Economics		12		12
	Communication Skills	10			10
	Computing and Information Technology	10			10
CORE COMPONENT Subjects/Courses/ Modules/Units	Banking Theory and Practice			12	12
	Quantitative Analysis for Business I		12		12
	Principles of Marketing	10			10
	Financial Markets, Systems and Regulations			12	12

	Quantitative Analysis for Business II			12	12
	Commercial Law		12		12
	Money and Banking			12	12
	Law Related to Banking			12	12
	Financial Statement Analysis			12	12
	Financial Accounting I		12		12
	Corporate Finance I			12	12
	Cost and Management Accounting			12	12
	Corporate Finance II			12	12
	Financial Risk Management			12	12
	Financial Technology (FinTech) and Innovations in Finance			12	12
	Bank Lending and Credit Risk Management			12	12
	Entrepreneurship and Small Business Finance			12	12
	Development Finance			12	12

	Investment and Portfolio Management			12	12
	Treasury Management			12	12
	Financial Accounting II			12	12
	Derivatives			12	12
	Industrial Attachment			60	60
	Investment Banking			12	12
	Digital Banking			12	12
	Corporate Governance and Ethics in Finance			12	12
	Research Methods			12	12
	Financial Modelling			12	12
	International Banking & Finance			12	12
	Strategic Management			12	12
	Fundamentals of Econometrics			12	12
	Research Project			24	24

STRANDS/ SPECIALIZATION	**Subjects/ Courses/ Modules/Units**	**Credits Per Relevant NCQF Level**			**Total Credits**
		Level [5]	**Level [6]**	**Level [7]**	
1.	Not applicable				

2.	Not applicable				
Electives	Audit and Assurance			12	12
	Project Management			12	12
	Marketing of Financial Services			12	12

SUMMARY OF CREDIT DISTRIBUTION FOR EACH COMPONENT PER NCQF LEVEL	
TOTAL CREDITS PER NCQF LEVEL	
NCQF Level	***Credit Value***
5	40
6	88
7	368
TOTAL CREDITS	***496***
Rules of Combination: ***(Please Indicate combinations for the different constituent components of the qualification)***	
The credit distribution is made up of 42 credits from the fundamental component, 442 credits from the core component and 12 credits from the elective component, where students will choose only one (1) module.	

ASSESSMENT ARRANGEMENTS
All assessments which are leading to the award of the qualification should be based on learning outcomes and associated assessment criteria. Assessment will be conducted by Assessors who have registered with Botswana Qualifications Authority (BQA). The assessments will be as follows: **i. Formative Assessment**

- The weighting of formative assessment is 60 % of the final assessment mark.

ii. Summative Assessment

- 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, in line with RPL institutional policies on the same.

CREDIT ACCUMULATION AND TRANSFER

Credit Accumulation Transfer (CAT) will be applicable for consideration for award in this qualification, in line with RPL institutional policies on the same.

PROGRESSION PATHWAYS (LEARNING AND EMPLOYMENT)

Learning Pathways

Horizontal Articulation:

- Bachelor of Commerce in Banking
- Bachelor of Commerce in Economics
- Bachelor of Commerce in Investment Management
- Bachelor of Commerce Financial Risk Management
- Bachelor of Commerce in Risk Management and Insurance

Vertical Articulation

- Master of Commerce in Banking and Finance
- Master of Commerce in Finance
- Master of Commerce in Finance and Investment Management
- Master of Commerce in Banking and Financial Risk Management
- Master of Commerce in Financial Engineering

Employment Pathways

- Finance Officer
- Financial Planner/ Controller
- Investment Banker
- Bank Teller
- Credit Officer/Analysts
- Credit Counselor
- Portfolio/ Fund Officer
- Investment Officer
- Credit Analyst

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 Banking and Finance, candidates should have passed all course work assignments and the final examination and obtained a minimum of 496 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:

- Bachelor of Commerce (Banking & Finance) – Adelaide University; Australia
- Bachelor of Commerce in Banking & Finance- Mulungushi University; Zambia
- Bachelor of Science in Money, Banking and Finance - University of Birmingham; United Kingdom

The benchmarking exercise revealed that the proposed Bachelor of Commerce in Banking and Finance compares favourably with similar qualifications offered by regional and international universities. All reviewed qualifications are bachelor's degrees pitched at Level 7, following the respective national qualification frameworks (NCQF, ZQF, and AQF). The only exception is the qualification offered by the University of Birmingham, which is aligned with AQF Level 6.

The proposed qualification title aligns with those offered by Adelaide University and Mulungushi University. However, the University of Birmingham offers a similar qualification under the designation Bachelor of Science instead of Bachelor of Commerce. Despite differences in naming, all qualifications share a common objective of developing students' professional competencies in the banking and financial services sector, such as applying knowledge, methods, techniques, and instruments to perform banking and financial operations, evaluating investment projects, identifying and managing risks specific to financial, banking and insurance activities; trading and managing mutual funds, private equity funds, hedge funds and derivative instruments.

Differences exist in credits and program duration, based on the qualification frameworks of each country. The proposed Bachelor of Commerce in Banking and Finance runs for 4 years and carries a total of 480 credits, just like the qualification offered by Mulungushi University. On the hand the Adelaide and Birmingham qualifications run for 3 years, with a credit value of 144 and 120 credits respectively.

All qualifications structures cover common domains such as economics, commercial law, financial accounting, financial risk management, financial markets and institutions, international banking and finance, corporate finance, treasury management and investment management. Additionally, all qualifications incorporate a research component. The proposed qualification, like Adelaide University includes an industry attachment component to provide practical experience. However, the University of Birmingham and Mulungushi University qualifications do not feature work-integrated learning, internships, or practicums. Assessment approaches across all qualifications incorporate both formative and summative methods to evaluate students' achievement of learning outcomes.

Similar to Adelaide University; the proposed qualification has a provision for industry attachment component to enable learners gain practical experience. However, the other two qualifications does not provide for work-Integrated Learning internship or practicum. The assessment strategies for all qualifications include both continual formative and summative to assess the achievement of the stated learning outcomes.

All qualifications reviewed support common educational and employment progression pathways. Similar to those offered by other Universities, the proposed Bachelor of Commerce in Banking & Finance equips learners with the necessary foundation to pursue postgraduate qualifications in banking, financial management and investment. Additionally, the qualifications equips graduates with the skills to pursue diverse banking and finance career opportunities, such as corporate treasurer, securities dealer, commercial and investment banker, financial analyst, merger and acquisitions specialist, risk consultant, fund and portfolio officers.

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**	
REVISION DATE:		**NAME OF PROFESSIONAL BODIES/REGULATORY**	