

BQA NCQF QUALIFICATION TEMPLATE

SECTION A: QUALIFICATION DETAILS																	
QUALIFICATION DEVELOPER (S)			Defence Command and Staff College														
TITLE		Post Graduate Diploma in Military Art and Science							NCQF LEVEL		8						
STRANDS (where applicable)		N/A															
FIELD		Law and Security							CREDIT VALUE		120						
SUB FIELD		Security															
New Qualification		✓		Legacy Qualification					Renewal Qualification								
									Registration Code								
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																	
RATIONALE: Since its inception in 1977, Botswana Defence Force (BDF) has been sending its officers to attended Defence Command and Staff Course in other countries. This practice had its limitations such as high costs and limited number of officers that foreign colleges could admit in any given year. As a result, the BDF has always had a backlog in its training and development plan of its officers. In addition, training officers abroad was found problematic as various countries have different doctrines and threat perceptions. There have been also notable contradictions in the doctrines learnt from different staff colleges, resulting in inconsistencies in the BDF doctrine. Therefore, through the BDF High Command Directive of 2007, Defence Command and Staff College (DCSC) was established																	

with a primary function to provide military and academic development to future commanders and staff members of the BDF, and to this end, the need to develop this qualification.

BDF Strategic Plan of 2020 further elaborated that this qualification is needed to offer a wide range of courses such as leadership and management, strategy, information warfare, cyber and political integration, joint warfare courses, civil military relations and military operations other than war courses. The provision of this qualification goes beyond boundaries of defense and it is also transferable to other government departments such as Botswana Police Service, Botswana Prisons Service, Office of the President, Directorate of Intelligence and Security, Directorate on Corruption and Economic Crime and many others.

This is an outcome based qualification designed to provide learners with knowledge, skills, and values to lead and command units at tactical level and be a staff officer at operational and strategic level. Graduates of this qualification will but not limited to manage security agencies, advice on national security matters, conduct advanced research in defence and strategic studies, analysis of security threats and operate in combined, joint, interagency and multinational environment.

The approach to the study is interdisciplinary. It includes but not limited to military science and technology, defence resource management, command, leadership, national security studies, international relations, international peacekeeping, in order to develop lifelong learning agile officers who will be able to operate in a contemporary complex defence and security environment able to operate as staff officers and commanders at tactical and operational level.

Its objective is motivated by the tertiary education and aspiration of Vision 2036 of being a knowledge driven economy and a safe and secure nation, and Human Resources Development Council Priority Skills 2023 which advocates for development of skills such as critical thinking, cyber management, intelligence and strategic management, which this qualification offers and which are career prospects of this qualification. Other motivators are the protocols relating to the establishment of Peace and Security Council of African Union (AU, 2002); Southern African Development Community (SADC) protocol on Politics, Security and defence Council, (SADC, 2001 National Security Principle Legislation (2021); Botswana National Security Act (2005); Botswana Defence Force Act of 2018 and the Intelligence and Security Services Act (2007).

The qualification will appeal to graduates who aspire career in government bodies, the armed forces, inter-governmental organisations, NGOs, or academia, and to practitioners looking to enhance their practical skills while placing them within a broader theoretical perspective.

PURPOSE:

The purpose of this qualification is to produce graduates with highly specialised knowledge, Skills and competence to:

1. Analyse contemporary security challenges, including international, national, and human security issues, using advanced research methodologies.
2. Develop and evaluate strategic options in complex security contexts, demonstrating sound judgment and decision-making capabilities.
3. Communicate effectively, both written and oral, and develop leadership qualities necessary for effective collaboration and management in security and defence environments.

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4. Contribute to policy development and implementation in areas of defence, security, and conflict resolution.
5. Apply theoretical knowledge to real-world scenarios through case studies, simulations, and practical exercises in the security and defence environment.

MINIMUM ENTRY REQUIREMENTS (including access and inclusion)

- Specially selected candidates from the military and government departments related to security and defence with any Bachelor's Degree, NCQF Level 7 or equivalent.
- There is a provision for entry through Recognition of Prior Learning (RPL) and Credit Accumulation and Transfer (CAT) in line with institutional and national policies.

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SECTION B QUALIFICATION SPECIFICATION	
GRADUATE PROFILE (LEARNING OUTCOMES)	ASSESSMENT CRITERIA
1. Demonstrate understanding of national, regional, and international security challenges, as well as the ability to analyse these issues in a joint, interagency, and multinational context.	1.1 Apply knowledge of military history and contemporary warfare to support strategic innovation and adaptive leadership within dynamic conflict and post-conflict scenarios 1.2 Analyse the environment of civil-military control and the authority levels through application of security and defence theories and principles.
2. Demonstrate knowledge of military command, leadership, and the conduct of major military operations, including war fighting, peace support operations, and domestic operations for national security.	2.1 Assess global and regional security threats using strategic, political, and socio-economic perspectives to inform defence planning and security policy at national and international levels. 2.2 Demonstrate understanding of social, ethical, and global perspectives relevant to the study of conflict and war

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	2.3 Analyse the causes, conduct, and resolution of war and conflict, including the use of historical, empirical, and social scientific data 2.4 Illustrate an understanding of the role and influence of different cultures, ethnicity and women in conflict in military operations and alliances
3. Conduct basic research using advanced methodologies to contribute new insight to military scholarship, policy and operational practices.	3.1 Evaluate information from various sources about complex security issues 3.2 Demonstrate understanding of research methodology 3.3 Apply principles of data collection and data analysis 3.4 Demonstrate the ability to conduct and report on a research project. 3.5 Apply appropriate usage of information technology (ICT) in military art and science Studies. 3.6 Communicate complex military concepts and strategic recommendations effectively through academic writing, policy briefs, operational reports, and oral presentations to both military and civilian audiences.
4. Demonstrate leadership and decision-making capabilities in complex, high-stakes military and security environments where rapid and ethical responses are essential.	4.1 Illustrate an understanding of critical thinking as operational leaders to adapt to contemporary defence and security issues 4.2 Demonstrate the ability to command, lead and perform staff functions in the military environment 4.3 Illustrate an understanding of management principles including managing defence resources capability and acquisition within the military environment.

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	4.4 Demonstrate ability to enhance transparency, accountability, through appropriate management of resources
5. Integrate interdisciplinary knowledge from political science, international relations, security studies, and technology to enhance military strategy and inform comprehensive defence planning and implementation	5.1 Illustrate the role played by militaries in enhancing diplomatic relations and developments of states. 5.2 Demonstrate understanding of operating in the information age battlespace, including war gaming and the use of military technology. 5.3 Use appropriate resources, techniques, materials and ICT to address various military and security needs.

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SECTION C	QUALIFICATION STRUCTURE				
COMPONENT	TITLE	Credits Per Relevant NCQF Level			Total Credits
		Level [7]	Level [8]	Level [9]	
FUNDAMENTAL COMPONENT Subjects/ Courses/ Modules/Units	Foundation Studies	5			5
	Research Methodology		10		10
CORE COMPONENT Subjects/Courses/ Modules/Units	Land Warfare		15		15
	Joint Warfare		10		10
	Air Warfare		10		10
	Maritime Warfare		5		5
	Military Operations Other Than War		7		7

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	Operational Logistics		7		7
	Intelligence		5		5
	Command, Leadership & Management		6		6
	Commandant Research Paper		20		20
	Law of Armed Conflict			10	10
STRANDS/ SPECIALIZATION	Subjects/ Courses/ Modules/Units	Credits Per Relevant NCQF Level			Total Credits
		Level []	Level []	Level []	
	n/a				
Electives (select 1)	International Peacekeeping		10		10
	Security Conflict & War		10		10
	Civil Military Relations		10		10
	Foreign Policy and Diplomacy		10		10

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SUMMARY OF CREDIT DISTRIBUTION FOR EACH COMPONENT PER NCQF LEVEL

TOTAL CREDITS PER NCQF LEVEL

NCQF Level	Credit Value
7	5 credits
8	105 credits
9	10 credits
TOTAL CREDITS	

Rules of Combination:

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

Fundamental component: 15 credits

Core component: 110 credits

Elective component: 10 credits (learner selects 1 module:10 credits)

TOTAL CREDITS: 120 credits

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ASSESSMENT ARRANGEMENTS

Assessment will include both formative and summative modes.

- Formative assessment will contribute **60%** to the overall qualification.
- Summative assessment will constitute the other **40%** of the overall qualification.

Assessment arrangements will be conducted by qualified assessors in their cognate field and registered and accredited by a recognized authority or body.

MODERATION ARRANGEMENTS

There will be both Internal Moderation and External moderation, conducted by qualified moderators in their cognate field and registered and accredited by a recognized authority or body.

RECOGNITION OF PRIOR LEARNING

Provision of RPL will be in line with the ETP RPL Policy.

CREDIT ACCUMULATION AND TRANSFER

Awarding of qualification through CAT will be applied in the line with ETP CAT policy.

PROGRESSION PATHWAYS (LEARNING AND EMPLOYMENT)

Horizontal Articulation (related qualifications of similar level that graduates may consider)

- Post Graduate Diploma in International Relations
- Post Graduate Diploma in Political Science
- Post Graduate Diploma in Strategic Leadership and Management

Vertical Articulation (qualifications to which the holder may progress to)

Graduates may progress to higher level qualifications such as:

- Master of Arts in Military Art and Science
- Master of Arts in Defence Studies
- Master of Arts in Political Science
- Master of Science in Strategic Leadership and Management
- Master of Arts in International Relations

Employment Pathways

Career opportunities for graduates are varied. They include, among others:

- Diplomat
- Military Attaché

- Military Lecturer/ Instructor/ Directing Staff
- Senior Staff Officer
- Cyber Risk and Security Office
- Commander

QUALIFICATION AWARD AND CERTIFICATION

Candidates shall be eligible for the award of a **Post Graduate Diploma in Military Art and Science** upon completion of a minimum of **120** credits from the Fundamentals (15 credits), Core (95 credits) and Electives (10 credits).

They shall be given certificates and transcripts.

SUMMARY OF REGIONAL AND INTERNATIONAL COMPARABILITY

Benchmarking was done with other military institutions regionally and internationally that offer similar qualifications or programmes.

This qualification was compared with similar qualifications from the following countries:

- Nigeria
- Tanzania
- United Kingdom

Title of Qualification

Though the developed qualification was benchmarked against other qualifications from different military colleges with focus areas on strategic decision-making, national security policy and a range of security issues, including homeland security, international security, and cyber security, leadership, tactics, and the broader context of military operations, the title is different. Those benchmarked against include *Post Graduate Diploma in International Affairs and Defense Studies* from Nigeria, *Post Graduate Diploma in Strategic Studies* from Tanzania.

NQF Level & Credit Value or Duration (where applicable)

The duration of the developed qualification is similar to the qualifications it was benchmarked against with 1-year duration. When mapped onto the NCQF, the NQF levels of the qualifications benchmarked against are equated to Level 8. For example, TQF/UQF Level 9 of Tanzanian *Post Graduate Diploma in Strategic Studies* equates to NCQF Level 8 Post Graduate Diploma, Nigerian *Post Graduate Diploma in International Affairs and Defense Studies* at NSQF Level 7 which is also equivalent to NCQF Level 8 Post Graduate Diploma, and United Kingdom's at FHEQ Level 7 equivalent to NCQF Level 8 as well. No credits were indicated for the qualifications benchmarked against except for the United Kingdom one at 120 credits.

Domains/Modules/Courses/Subjects covered (Fundamental, core & electives)

The course menu including fundamentals and cores for the developed qualification aligns with those of the qualifications it was benchmarked against. At this level, for this qualification and those benchmarked against, there are no electives. The courses are developed and packaged to produce graduates with specialized knowledge, capacity to carry out processes and applied research and applications of a range of advanced technical processes and skills in the defence and security

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environment. The modules include World Military History and Campaign Studies, Civil Military Relations, Leadership, Command and Management, Research Methodology, Peace Support Operations, Defence Management Course and CRP which are similar.

Assessment strategies and Weightings

Assessment strategies that include components of the courses (i.e., across fundamentals, cores and electives) of the developed qualification are similar to those of the qualifications it was benchmarked against. Practical work and field practical training is also similar across all the qualifications including the developed qualification. There are series of written examinations, essays, ongoing appraisal in relation to course work (practical exercises) and defense research project (CRP) in all qualifications.

Qualification rules and minimum Standards for the award of the qualification

Qualification rules and minimum standards of award of the qualifications are also aligned at which candidates need to progress accordingly through the levels of the respective qualifications to earn the minimum required credits or required duration of study with contributions across fundamentals, cores, electives and field practical training clearly stipulated.

Education and Employment Pathways

Generally, the developed qualification aligns with the other benchmarked qualifications in aiming to produce graduates which are sought after nationally, regionally and internationally offering a range of knowledge, skills and experience, developed by excellent teaching and infusion of internationally rated research competencies for careers in military, defence and security across government, consultancy, and private sectors.

Concluding comparability statement

Though the developed qualification differs with those compared against in terms of title, it compares similarly well with them as they are all military, defence and security based opening up to domains of strategic and critical thinking, command and leadership, war fighting and peacekeeping, international relations as well as research. These qualifications are offered by Defence Command and Staff Colleges of the respective countries and some in partnerships with identified universities with duration of one year, at the equivalent NQF levels with NCQF Level 8.

REVIEW PERIOD

5 YEARS

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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	



BOTSWANA
Qualifications Authority