

BQA NCQF QUALIFICATION TEMPLATE

SECTION A: QUALIFICATION DETAILS															
QUALIFICATION DEVELOPER (S)				Botho University											
TITLE		Bachelor of Commerce in Supply Chain Management								NCQF LEVEL		7			
STRANDS (where applicable)		N/A													
FIELD		Business, Commerce and Management Studies								CREDIT VALUE		480			
SUB FIELD		Management Studies													
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

The Information Booklet published by Human Resource Development Council (HRDC) has listed the Indicative Skills in demand in Botswana. One such skill listed as lacking is Supply Chain Management. The shortage of qualified Supply Chain professionals in various sectors of the industry has been highlighted in the HRDC List of Occupations in Demand (Priority list, 2023-2024, p.6) as significant skills in public and private sectors. This mismatch between the demand and supply of skills has created the need for the development of the Supply Chain Management qualification.

The demand for the Supply Chain Management qualification has also been confirmed by the needs assessment survey conducted. A needs assessment survey was conducted in 2025, and the aim of the survey was to investigate the attractiveness of potential qualifications offered. The survey targeted current and potential students, as well as public and private sectors. Findings from the survey revealed that supply chain management skills, is in line with Botswana VISION 2036, under Education and Skills Development. Additionally, the Public Procurement Act of 2021 section 9 outlines the requirements relevant qualifications and experience in Procurement and Supply Chain Management. Therefore, Botswana society will be knowledgeable with the relevant quality Supply Chain education that is outcome based, with an emphasis on technical skills and academic competences.

The Bachelor of Commerce in Supply Chain Management qualification will address regional, national and international priorities as identified by the Botswana government and the institution. The qualification aims to address the scarce and critical Supply Chain Management skills shortage in Botswana, the region and the world at large. The qualification will enable the students to provide the necessary skills and competences that will contribute to economic growth worldwide, therefore the qualification shall provide the learners with necessary Supply Chain Management knowledge, skills and competences that will make them market ready and employable.

The general economy and stakeholders will benefit from the qualification because when the learners have acquired the relevant knowledge, skills and competences, they will be able to provide effective and efficient supply chain management in various organisations and industries, which shall result in higher efficiency rates, decrease in overall business costs, increases in production outputs, boost cooperation level amongst business partners and vendors, reduction in delays in business processes and enhanced supply chain networks. Other things being equal, all these Supply Chain Management benefits shall result in overall increase in national productivity and efficiency, resulting in increase in economic growth and competitiveness.

PURPOSE:

The purpose of the qualification is to produce graduates with specialised knowledge skills, and competence to:

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1. Manage the roles of procurement and supply within the organization through collaboration with colleagues and other internal stakeholders and to promote the organisation's commitment to effective supply chain management and promote the contributions of supply chain management to corporate and business strategy.
2. Formulate and implement an effective procurement and supply strategy within the organisation, aligning it with corporate objectives, operational needs, and market dynamics to ensure value creation, efficiency, sustainability, and competitive advantage.
3. Utilize digital transformation and sustainability tools on supply chain operations in supply chain operations to enhance efficiency, improve transparency, support data-driven decision-making, reduce environmental impact, and create long-term value for the organisation.
4. Monitor compliance with ethical and sustainable practices and standards that apply to global supply chains, taking appropriate actions in the event of detecting any breaches by colleagues or other stakeholders
5. Research, assess, and prioritize stakeholders' requirements to ensure value outcomes and risk-assured solutions.
6. Establish strong stakeholder relationships aimed at driving efficiency and lowering costs

MINIMUM ENTRY REQUIREMENTS (including access and inclusion)

Applicants will be admitted to this qualification on the basis of one of the following minimum benchmark qualifications:

- I. Applicants must have Certificate IV, NCQF level 4 or its equivalent, including a pass in English Language.
- II. Applicants who do not meet the requirements above may be considered through RPL and CAT policies for access and inclusion as per ETP policy.

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SECTION B

QUALIFICATION SPECIFICATION

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GRADUATE PROFILE (LEARNING OUTCOMES)	ASSESSMENT CRITERIA
1. Provide guidance on strategic and operational roles of the supply chain to enhance managerial capability across the organization.	1.1. Communicate the strategic roles and value of Supply Chain Management to diverse colleagues across the organization in line with best practice principles. 1.2. Develop cost-effective targeted training and development, to plug gaps and meet organisational needs. 1.3. Negotiate with suppliers to optimize costs, improve quality, coordinate timing, establish favourable payment terms, and manage procurement conditions within an organisation in line with best practice principles. 1.4. Provide informed guidance to internal and external stakeholders on Supply chain management activities typically engaged by the organisation, including strategic, operational, and tactical sourcing approaches in line with best practice principles. 1.5. Advise colleagues across the organisation about the documentation used in procurement and supply. Maintain documents relating to procurement and supply across the organisation in line with organization's requirements.
2. Evaluate and implement strategic decision-making frameworks to formulate and implement innovative improvements in procurement and supply chain management.	2.1. Manage the development and implementation of functional, business unit and corporate strategies in line with best practice principles. 2.2. Evaluate the different approaches to strategy development and ensure that relevant issues, aligned to the needs of the organisation, contribute

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	to the development and implementation of strategy within the procurement and supply chain function in line with best practice principles. 2.3. Develop and execute procurement and supply chain strategies that consider the effects of globalisation in line with best practice principles. 2.4. Assess the benefits and evaluate the requirements of a robust Supply Chain Management process in relation to strategic sourcing for long-term efficiency in line with best practice principles. 2.5. Advise on strategic choices that will improve both the short- and long-term performance of the organisation in line with organization's requirements.
3. Evaluate and apply innovative technologies, new ideas, and systems to transform individuals, organizations, and communities within unfamiliar and variable contexts.	3.1 Review technological innovations and make informed recommendations to colleagues and stakeholders for improving procurement and supply in line with best practice principles. 3.2. Demonstrate the integration of IT resources within the total business processes to maximize efficiency and productivity in line with best practice principles. 3.3. Manage the role of IT in each stage of supply chain processes and assess its impact on overall business performance in line with best practice principles. 3.4. Examine and analyse how technological advancements influence quality management in supply chain processes to improve reliability and compliance in line with best practice principles.

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	3.5 Investigate opportunities to enhance the integration of internal systems and supply chain systems through data integration technologies and recommend solutions to colleagues and stakeholders in accordance with the organization's requirements.
4. Maintain and promote ethical, responsible, and sustainable practices in procurement and supply management.	4.1. Illustrate the key features of ethical codes that affect procurement and supply in identifying and addressing issues such as when and to whom to notify as well as issues and breaches of ethical business practice in line with best practice principles. 4.2. Manage own compliance with ethical practices when sourcing goods or services for the organisation in accordance with the organization's requirements. 4.3. Monitor documented policies and procedures used in procurement and supply and explain how these should be used in accordance with the organization's requirements. 4.4. Explain the main principles of corporate governance that apply to the organisation's procurement and supply in line with best practice principles.
5. Conduct rigorous research in commerce and supply chain management to analyse complex problems, generate evidence-based insights, and propose innovative, practical, and sustainable solutions.	5.1. Demonstrate a systematic understanding of various research methods to effectively manage research projects in supply chain management in line with best practice principles. 5.2. Apply a range of research management techniques to develop and structure detailed and

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	realistic work schedules for small to medium technical supply chain research projects in line with best practice principles. 5.3. Evaluate published technical research in supply chain management to assess its relevance and applicability in line with best practice principles. 5.4. Evaluate complex quality and supply chain management challenges using innovative problem-solving and strategic decision-making techniques in accordance with the organization's requirements.
6.Synthesize and apply strategic leadership principles to the implementation of Supply Chain Management initiatives within diverse organizational and global contexts.	6.1 Develop and implement communication strategies technologies and plans using appropriate techniques at an appropriate level for the target audience in line with best practice principles. 6.2. Create an appropriate shared vision in the organisation and recognise the potential impact of developments in the wider profession in line with best practice principles. 6.3. Develop best practice by evaluating and adopting new ideas from inside and outside the organisation in accordance with organization's requirements. 6.4. Create, support, and promote a culture of personal accountability for decisions in line with best practice principles.

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7.Establish and cultivate strategic relationships with diverse stakeholders to optimize efficiency and drive cost reduction initiatives.	7.1 Communicate and clarify policy, legislative, and regulatory requirements that impact the supply chain to suppliers and other stakeholders in line with best practice principles. 7.2 Develop strong relationships with suppliers and internal stakeholders to gain their support and alignment with processes, systems, practices, and strategic objectives in line with best practice principles 7.3 Apply suitable influencing approaches to encourage stakeholders to embrace change, strategies, or recommendations in line with best practice principles. 7.4. Apply different aspects of emotional intelligence to improve relationships with stakeholders in line with best practice principles.
8.Manage leadership techniques that can be used to influence stakeholders in a supply chain	8.1 Develop leadership techniques that recognize the value of individuals and their contribution to the Procurement and supply chain function in line with best practice principles. 8.2 Manage objectives and establish key performance indicators (KPIs) in accordance with the organization's requirements. 8.3 Measure the effectiveness of leadership Techniques in line with best practice principles. 8.4 demonstrate the role of the leader in coaching and mentoring in line with best practice principles.

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	8.5 Demonstrate the role of emotional intelligence in leadership Promoting ethical practices, codes of conduct and published standards in line with best practice principles.
9.Examine ethical practices and standards that support environmental, social and governance (ESG) considerations in global supply chains.	9.1 Promote effective supplier due diligence to support environmental, social and governance (ESG) compliance in line with best practice principles. 9.2 Manage contractual clauses to support environmental, social and governance (ESG) improvements and compliance with relevant ethical practices, standards and regulations in line with best practice principles. 9.3 Develop a culture of commitment to achieve ethical codes and practices Licensing of imports and exports in line with best practice principles.
10.Evaluate the regulatory influences on the global supply chain.	10.1 Manage controls through import and export tariffs and duties in line with best practice principles. 10.2 Examine the role of global industry regulators and international bodies in line with best practice principles 10.3 Evaluate the challenges of regulations on global supply chains in line with best practice principles. 10.3 Monitor regulatory influences to support environmental, social and governance (ESG) considerations in supply chains in line with best practice principles.

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11. Analyze the financial related market risks and why they might arise within global supply chains	11.1 Identify the credit risk in line with organization's requirements. 11.2 Identify and manage liquidity risk in line with organization's requirements. 11.3 Identify and manage interest rate risk in line with organization's requirements. 11.4 Identify and evaluate foreign exchange risk in line with organization's requirements. 11.5 Identify and manage Commodity risk in line with organization's requirements.
12. Develop and manage contrast in technology that can be applied to promote improvements in supply chains	12.1 Develop and manage E-catalogues in line with best practice principles. 12.2 Develop and manage E-sourcing in line with best practice principles. 12.3 Develop and manage E-auctions in line with best practice principles. 12.4 Develop and manage P2P (purchase to pay) systems in line with best practice principles. 12.5. Develop and manage data integrity and integration between organizations in supply chain in line with best practice principles.

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SECTION C		QUALIFICATION STRUCTURE				
COMPONENT	TITLE	Credits Per Relevant NCQF Level				Total Credits
		Level 5	Level 6	Level 7	Level 8	
FUNDAMENTAL COMPONENT Subjects/ Courses/ Modules/Units	Academic Writing for Business	10				10
	Principles of Marketing	10				10
	Introduction to MS Office	10				10
	Principles of Human Resource Management	10				10
	Business Management 1		10			10
	Introduction to Supply Chain Management		10			10
	Business Mathematics and Statistics 1	10				10
CORE COMPONENT Subjects/Courses/ Modules/Units	Microeconomics		10			10
	Business Mathematics and Statistics 2		10			10
	Business Communication			10		10
	Introduction to Financial Accounting	10				10
	Inventory & Logistics Management			10		10

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	Procurement and Supply Practice			20		10
	Legal Aspects of Business	10				10
	Managing Supply Chain Risks		10			20
	Macroeconomics		10			10
	Financial Accounting 1		10			10
	Business Management 2		10			10
	Cost accounting		10			10
	Organisational Behaviour		10			10
	Operations Management		10			10
	Computerized Accounting		10			10
	Supply Chain Relationship and Enterprise Planning			10		10
	Business Information Systems		10			10
	Purchasing Management and Supply Tools			10		10
	Project Management			10		10
	Global Supply Chain Management			10		10
	Transportation & Logistics Management			10		10
	Supply Chain Technology			10		10

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	Financial Management 1		10			10
	Research Methods			10		10
	Negotiations in Supply Chain			10		10
	Strategic Sourcing			10		10
	Strategic Management			20		20
	Research Project 1: Proposal Writing			10		10
	Business Ethics and Corporate Social Responsibility			10		10
	Professional Practice in Business			40		40
	Research Project 2:			20		20
STRANDS/ SPECIALIZATION		Credits Per Relevant NCQF Level				Total Credits
		Level 5	Level 6	Level 7	Level 8	
Electives	Production Management			10		10
	Change Management			10		10
	Category Management			10		10
	Warehousing and Terminal Management			10		10

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	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
Level 5	70
Level 6	140
Level 7	250
Level 8	20
TOTAL CREDITS	480

Rules of Combination:

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

This qualification will have at least 480 credits and take at least four years to complete, including a full semester internship under the normal full-time mode of study.

modules.

Fundamental Level 5 - 50 credits

Fundamental Level 6- 10 credits

Core Level 5 – 20 credits

Core Level 6 - 130 credits

Core Level 7- 230 credits

Elective Level 7 – 20credits

Elective Level 8 - 20 credits

Electives: learners choose: 2 electives from level 7 - 20 credits

1 elective from level 8 - 20 credits

Total electives – 40 credits

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ASSESSMENT ARRANGEMENTS

Assessment is conducted by Assessors who have been registered with the Botswana Qualifications Authority (BQA) and Master's degree holders in Supply Chain or equivalent (NCQF level 9).

FORMATIVE ASSESSMENT (40%) The contribution of formative assessment to the final grade shall be 40%

SUMMATIVE ASSESSMENT (60%) The contribution of summative assessment to the final grade shall be 60%

MODERATION ARRANGEMENTS

Moderation shall be conducted by BQA-accredited moderators, assessors, and Master's degree holders in Supply Chain or equivalent (NCQF level 9).

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 in order to be credited for the BCom Supply Chain Management qualification. The exemption will be awarded on a case to 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 addition, the candidate may be interviewed by a member of staff or take a formal test, which may include a live demonstration of skills and competencies, to assess competence

PROGRESSION PATHWAYS (LEARNING AND EMPLOYMENT)

Horizontal Articulation

- Bachelor of Business Administration;

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- Bachelor of Commerce in Marketing Management;
- Bachelor of Commerce in Information and Technology Management and
- Bachelor of Commerce in Human Resource Management

Vertical Articulation:

- Post Graduate Diploma in Business Management (PGDBM)
- The Bachelor of Commerce (Honours) in Supply Chain Management;
- Master's degree in supply chain management and Logistics Management;

Employment Pathway:

- Supply Chain Officer
- Logistics Officer
- Warehouse Officer
- Procurement Officer
- Supply Chain Controller
- Logistics and Supply Chain Manager
- Supply Chain Specialist
- Supply Chain Director
- Supply Chain Management Consultant

QUALIFICATION AWARD AND CERTIFICATION

The learner will be awarded a Bachelor of Commerce in Supply Chain Management after attaining 480 credits value as specified in the rules of combination and credit distribution. This qualification does not have exit awards. Therefore, if the candidate does not meet the prescribed minimum standards of the qualification, the learner will exit with a transcript.

SUMMARY OF REGIONAL AND INTERNATIONAL COMPARABILITY

NQF Levels

All qualifications are pegged at Level 7 on their respective frameworks, confirming they are comparable in learning level (bachelor's degree) and in complexity.

Credits:

The proposed qualification carries 480 credits, whereas the other three programs follow a 360-credit model. This makes the proposed qualification more comprehensive in both scope and content coverage.

The proposed qualification includes Professional Practice in Business (40 credits), which is an internship, and Research and Research project modules (50 credits). These modules directly build workplace experience and applied research competencies—skills that significantly enhance graduates' employability and practical readiness. The inclusion and size of these modules provide a distinct credit advantage compared to other programs that include fewer or less practice-oriented components.

In terms of core supply chain content, Regent's BCom in Supply Chain Management includes five core modules, while the proposed qualification includes thirteen core modules, demonstrating a broader and more in-depth focus on supply chain management. Moreover, the proposed qualification introduces supply chain modules in the first year, whereas the comparator programs begin with more general business subjects before introducing supply chain content from year 2. This structure ensures continuous and progressive supply chain learning across all study years.

Although the credit weighting per module in other programs tends to be higher (for example, Regent's and the University of Lincoln's BCom in Supply Chain Management modules are typically 15 credits each), the proposed qualification's slightly lower credit allocation per module, allows for a greater number of modules and therefore, broader content coverage. Specifically, the Regent BCom in Supply Chain Management includes 15 modules, Lincoln University's (New Zealand) BCom in Supply Chain Management and University of Pretoria(South Africa)'s BCom in Supply Chain Management qualifications offer 24 and 20 modules respectively, whereas the proposed qualification offers 41 modules. This enables a richer and more varied learning experience across different aspects of supply chain management.

Despite the higher number of modules, the depth of content remains comparable. For instance, Regent's BCom in Supply Chain Management qualification offers Business Statistics as a single 15-credit module, while the proposed qualification includes Business Mathematics and Statistics I and II

with a combined value of 20 credits, providing extended depth and progression in quantitative and analytical skills.

Exit Level Outcomes

All qualifications share the goal of preparing graduates for professional Supply Chain Management (SCM) roles. The proposed qualifications stand out for their focus on digital tools, research, and professional practice.

Main Modules

The proposed qualification uniquely includes professional practice and dissertation, Lincoln University emphasises international logistics, whilst BCom in Supply Chain (Pretoria and Regent) balances general business with Supply Chain Management.

Credits or Duration

Minimum Standards for Award

The 50% pass threshold is internationally consistent across higher education systems at the bachelor's level, ensuring comparability. Differences lie in how progression is structured, prerequisites, and professional practice under the proposed qualification and credit accumulation in BCom in Supply Chain (NZ).

Education and Employment Pathways

All qualifications allow for postgraduate progression and professional employment in Supply Chain Management (SCM). Lincoln emphasises international exposure, while the proposed qualification focuses on applied, workplace-oriented training.

REVIEW PERIOD

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5 Years

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

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