



Common Market for Eastern  
and Southern Africa

## CALL FOR APPLICATIONS FOR ONE PROFESSIONAL POST OF THE COMESA COMPETITION COMMISSION

The COMESA Competition Commission ("the Commission") is a regional body corporate established under Article 6 of the COMESA Competition Regulations ("the Regulations") promulgated under Article 55 of the COMESA Treaty. The Commission is responsible for promoting competition and enhancing the welfare of consumers in the Common Market. The main functions of the Commission are to monitor markets and investigate anti-competitive business practices, control mergers and other forms of acquisitions in the Common Market and mediate disputes between the Member States concerning anti-competitive conduct. The Commission commenced its operations on 14 January, 2013 and is located in Lilongwe, Malawi. More information can be obtained from the Commission's website <http://www.comesacompetition.org/>.

The Commission is looking to recruit suitably qualified nationals of the COMESA Member States to fill the professional post of Legal Officer (P2) tenable at the Commission in Lilongwe, Malawi.

<b>JOB TITLE:</b>	Legal Officer
<b>GRADE:</b>	Professional Level (P2)
<b>SALARY SCALE:</b>	COM\$ 39,743- COM\$ 50,076 per annum
<b>DIVISION:</b>	Legal Services and Compliance
<b>TENURE:</b>	A fixed term of Four (4) years. Extension of contract is subject to availability of funds, performance of the contract holder and approval of successive annual Work Plans by the Commission.
<b>NUMBER OF POSTS:</b>	One (1)
<b>DUTY STATION:</b>	Lilongwe
<b>REPORTS TO:</b>	The Manager Legal Services and Compliance
<b>TYPE OF CONTRACT:</b>	Commission's fixed term employee under professional service category.

### 1. Responsibilities

Under the overall supervision of the Director of the Commission and the direct supervision of the Manager Legal Services and Compliance, the Legal Officer will be responsible for providing legal services and advice to the Commission and ensuring compliance with all relevant COMESA legal instruments and the protection of the interests of the Commission.

In addition to the above generality, the incumbent shall provide the following specific duties and responsibilities in support of the Manager, Legal Services and Compliance:

- Prepare legal advice on diverse substantive and procedural issues, which may include those related to administration, procurement, contracts and other operational matters;

- Perform extensive legal research and analysis and prepare legal opinions, studies, briefs and reports;
- Assist in developing, interpreting and implementing internal legislation, decisions, directives etc;
- Ensure that the rights and the defences are respected in proceedings under Part 3, 4, and 5 of the Regulations;
- Ensure that draft decisions of the Commission take due account of the relevant facts;
- Assist in negotiating and drafting undertakings, and ensure the accuracy of undertakings given by enterprises to the Commission;
- Develop and implement relevant guidelines/procedures/manual such as those pertaining to investigations procedures and ethics, search of premises, confidentiality issues, exemptions, etc under the Competition Regulations and Rules;
- Assess/review all exemptions possible under the Regulations pertaining to professional bodies and other economic actors in the Common Market and develop guidelines thereto;
- Ensure compliance by enterprises to the letter and spirit of the law and provide guidance to business on matters of compliance under the COMESA Competition Regulations and assist firms or other persons to draft competition compliance programs;
- Keep an update on all key developments or best practices at regional and international levels in competition and consumer law and recommend appropriate policy and legal review;
- Draft legal documents and general notices for publication in the COMESA Gazette;
- Submit performance reports to the Manager Legal Services and Compliance as required; and
- Undertake any other tasks consistent with this job description as may be requested or delegated by the Manager Legal Services and Compliance and the Director & Chief Executive Officer.

## **2. Academic Qualifications**

- A minimum of a Bachelor of Law degree from a recognized university, with a strong bias towards commercial, contract, competition or consumer law.
- Admitted to practice law in any of the COMESA Member States.
- A Master's Degree in an appropriate discipline will be an added advantage.

## **3. Experience**

A minimum of six (6) years of progressively relevant post-qualifying experience in law, including litigation, legal analysis, research and report writing.

Working experience at a national competition and/or consumer authority will be an added experience.

## **4. Competencies**

- Excellent technical competence in handling legal/policy issues.
- Excellent oral and written communication skills and ability to influence multi stakeholder processes.
- Ability to perform multiple tasks and work under pressure with a wide range of individuals and institutions.
- Maintain confidentiality at the highest level at all times.
- Creative thinking and problem-solving skills.

- Excellent interpersonal skills and ability to work in a multi-cultural and multi-national environment.
- Excellent Computer Skills.
- Demonstrated relationship management skills, including proven listening skills and sound business judgment.
- Ability to empower and inspire others to translate vision into results; identifies proactively strategic issues, opportunities and risks; establishes and maintains relationships with a broad range of people to understand needs and gain support for organizational direction; anticipates and resolves conflicts by pursuing mutually agreeable solutions; drives for change and improvement; does not accept the status quo; shows the courage to take unpopular stands.
- Ability to provide leadership and takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work; demonstrates knowledge of strategies and commitment to the goal of gender balance in staffing.
- Knowledge and understanding of the purpose and objectives of the COMESA Treaty and the COMESA Competition Regulations and Rules.
- Knowledge of the operations of the COMESA Competition Commission and the COMESA regional integration agenda is highly recommended.

#### **5. Working Language Requirement**

Must be fluent in English and/or French and/or Arabic (speaking and writing). A combination of any two or all of these languages will be an added advantage.

#### **6. Eligibility for Application**

Applicants must be citizens of a COMESA Member State and must not be more than 55 years of age at the time of submitting the application.

#### **7. Receipt of Applications**

Applications MUST be submitted through the Coordinating Ministries of the respective Member States on the prescribed COMESA APPLICATION FORM which can be accessed at the following COMESA website: [COMESA Jobs – Common Market for Eastern and Southern Africa \(COMESA\)](#)

Applications submitted directly to the Commission will not be considered and only short-listed candidates will be contacted. Only applicants who are staff members of the COMESA Competition Commission can submit their applications directly to the Commission. Further, applications not submitted with the COMESA Application forms shall not be considered.

#### **8. Format and Final Date of Applications**

Applications must be submitted to COMESA Coordinating Ministries of the respective Member States. The Coordinating Ministries for each Member States can be accessed on the following link of the Commission's Website: <https://www.comesacompetition.org/wp-content/uploads/2021/10/Revised-COMESA-COORDINATING-MINISTRIES-21-MS.pdf>

Applicants should submit their applications to the COMESA Coordinating Ministries of respective Member States either physically or electronically.

The applications **MUST** reach the Coordinating Ministries by **Friday, 7 October 2022**. Accordingly, short-listing reports from the Coordinating Ministries attaching all the relevant documents of the successful candidates should reach the address below by **Friday, 28 October 2022**.

The Director and Chief Executive Officer,  
COMESA Competition Commission,  
Kangombe House, 5<sup>th</sup> Floor,  
P. O. Box 30742,  
Lilongwe 3,  
**MALAWI**