Ministry of Regional and Local Government, Housing and Rural Development

Job Description:
• Provide information, data and analyses required for the formulation of National Rural Development Policy
• Liaises with the relevant ministries/departments to design and implement the National Rural development Policy.
• Consult with relevant ministries, agencies and other stakeholder on policy issues that impact on the livelihood of rural people.
• Collect and compile statistics that illustrate the natural and socio-economic conditions of rural population.
• Identify groups within rural population that require particular government assistance, particularly female headed households.
• Promote the welfare and integration of rural women in development process, by designing policies that support “affirmative action for women”.
• Advise on agriculture policy, particularly as it affects food production, in the rural sector and hence food consumption.
• Keep him/her abreast of all matters of concern to rural development (e.g rural water supply, livestock raising, crop production, and natural resources utilization) and use these information to plan appropriate interventions in conjunction with line ministries and departments.
• Recommend to the division rural development issues that need to be investigated and address with main objective of improving the quality of life of rural people.
• Keep the Chief Development Planner (CDP) informed of progress and shortcomings with regard to rural development.

Enquiries:
1) Assistant Human Resource Practitioner – Mr. S.T Shikale at Tel No. 061-2975275
2) Director: Rural Development- Mr. Jona A Kasheta at Tel No. 061- 2975067

Closing date: 13 August 2010

Applicants must be Namibian citizens. Application (on form 56045) obtained at all Government Offices) together with the curriculum Vitae are required. Copies of educational qualifications must be submitted to:

The Permanent Secretary
Ministry of Regional Local Government, Housing and Rural Development
Private Bag 13289
Windhoek, Namibia

MR. ERASTUS I.NEGONGA
PERMANENT SECRETARY

Vacancies:

1) IX POST DESIGNATION: Development Planner Grade 3B Level 1
SUB-DIVISION: Rural Industrialization
SALARY SCALE: NS 153 795 x P- NS 172 359
DUTY STATION: Windhoek

Minimum requirements:
- A recognized four (4) bachelor Degree in Industrial Commerce, Economics, Business Management, Development Studies or Equivalent qualification plus 5 years appropriate experience.

Functions:
• Support and assist the Deputy Director of Rural Development Coordination in the operation of the Rural Industrialization sub-div.
• Establish and maintain inter-sectoral forum for strategy formulation and proper coordination and integration sector development plans, programmes/ projects and intervention as far as rural enterprises and micro credit scheme development is concerned.
• Provide follow-up to the National Development Plans in terms of implementation of the provisions related to rural enterprises and micro credit schemes development and planning.
• Attend inter-ministerial meetings related to Rural Extension, Rural Development/ Industrialization.
• Liaise with other regional, national and international institutions involved in the development, design and dissemination of appropriate technology.
• Liaise with the Directorate/ Division of SME Development and SME feasibility studies and Business Plan Support Programme of Ministry of Trade and Industry and other stakeholder on the provision of support to rural enterprises and sectoral policies impacting on the rural livelihoods.
• Engage in the development and monitoring of operation and development guidelines for SMEs and micro credit development within the trade and industry sector.
• Facilitate the provision of demand driven training and other capacity building interventions for SMEs, NGOs and COOs by the private sector actors in collaboration with the Ministry of Trade and Industry.

2) IX POST DESIGNATION: Development Planner SP2
SUB-DIVISION: Food Security Secretarial
SALARY SCALE: NS 105 975 x P- NS 121 395
DUTY STATION: Windhoek

Minimum Requirements:
- an appropriate four (4) years tertiary qualification in Public Management/Administration majoring in Development Studies, Rural Development, Community Development, Project Planning and Agriculture

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from page 4

poverty eradication. The world has relied on secular humanistic interventions for too long a time, the question put is, why not test and follow the wisdom of God? He has set promises and blessings upon disobedience (Deuteronomy 7:15).

Leadership and Management

A leader is said to be someone who has the ability to manage people. At the same time he/she is said to have a vision, good human relations, emotional intelligence, a team player and project manager.

A good manager is said to be someone who manages processes, systems and resources in order to achieve institutional goals and objectives. He/she is known to be a good tactician, skillful, knowledgeable and experienced, a team player and output driven.

There is an interface between leadership and management and increasingly both domains are complementing each other. Leadership has now moved towards borrowing from management and management has moved towards integrating leadership principles. The world has come to learn through management courses that the pillars of management are planning, control, organizing, and leadership. Obviously this provides further weight that the two domains should be coiled for renewing efficacy in implementing successful programs that ensures that processes, resources and systems are utilized for the benefit of all and attainment of goals and objectives set out.

Leaders and managers everywhere are challenged to address problems by coming up with new innovations that redefine the traditional way of doing things in the wake of the global economic crisis. In the same breath leaders and managers are challenged to prospect a holistic approach to leadership and management in order to come to terms with the spiritual, mental, and physical aspects of effective leadership skills.

Integrated Policy Planning

There is need for all policies and goals to be aligned to the higher goals or meta-policy of a country, in this case Vision 2030. At the same time coordination of all institutional activities and reporting should be implemented in order to keep track of who is doing what and to avoid duplication of efforts. This will assist in obtaining the needed resources that could be used where the need is pressing.

It is important for the higher goals and policies to reflect the moral, socio-economic and political challenges faced by the nation and to be accompanied by Action Plans outlining the responsible institutions to carry them out, resources needed, deadline for implementation and progress to date. Furthermore, progress reports should be submitted quarterly to provide information on the status of projects and the corrective measures taken to keep implementation on course if necessary. This process should be done after monitoring and evaluation interventions have taken place and this should be captured in progress and annual reports and provide recommendations and lessons learned.

Priority Setting

Governments especially in Africa suffer from serious resource constraints. This problem is compounded by the over dependence of government that fluctuate on the world market because of the cause of supply and demand. This scenario is regrettable as African commodities deserve to rake in more income. Unfortunately, the current status quo of unipolar capitalism has its own rules by which everyone needs to play.

In light of the limited choices offered to raise government revenue, due care need to be made in managing the resources of the state. These calls for prudent policies and interventions are made by the political will to prioritize programs needing financial injection in view of competing needs below are some steps which could guide policy makers in prioritizing funds for programs in light with government objectives and priorities.

Steps in Priority Setting

Identify the nature, location, intensity and probability of problem or deprivation level of people needing service delivery. Determine the existence and degree of vulnerability and exposure to problem, deprivation or threat.

Identify the capacity and resources available to address or manage problem. Determine acceptable levels of intervention.

Involves stakeholders in the planning and implementation of intervention plans. Policy Analysis

The stages involved in policy making are: problem analysis; policy formulation; policy implementation; policy monitoring and evaluation. Policy analysis is an intellectual exercise of policy making that measures the impact of a policy before, during and after implementation. This process is made out of the need to investigate the measurement of pre-feasibility and feasibility study outcomes of a project or program. The other component of policy analysis is Post-facts analysis which is, measuring the post-implementation impact of policies of a project/ program after implementation.

Cost analysis applies techniques such as cost-benefit analysis, cost-effectiveness analysis among others. Cost-benefit analysis assesses whether the benefits of a program outweigh the benefits in terms of monetary, socio-economic, environmental and other impacts or a project. Cost-effectiveness analysis looks at the political, developmental, moral benefits to be derived before embarking upon a program, even if the monetary costs are higher than the consideration.

Post-facts analysis applies integrated criteria for public policy analysis which is to make the following variables in terms of whether the policy objectives are achieved or not.

These are:
• Equity
• Accessibility
• Affordability
• Sustainability
• Inter-sectoral collaboration
• Community involvement
• Efficiency
• Effectiveness
• Administrative feasibility
• Political feasibility
• Moral responsiveness

In a nutshell it is inconceivable to think of policy making without policy analysis. There exist other technique which also measure the impact of policies/projects and programs, these include economic indicators such as infant mortality rate, access to health and water, literacy rate, savings and investment, gini coefficient, access to housing, unemployment rate, per capita income, GDP, corruption index, competitiveness index etc. These tools are also helpful and should be used to provide information on how well government/program/ project or a country is performing.

Public Private Partnership

Governments are inundated with the task of partnering with international businesses who initiate Public Private Partnership ventures for undisclosed reasons. Noting the economic guarantee of revenue through taxes, international businesses seize this opportunity to negotiate deals that boost their income. Government’s reaction to these offers should be guided by the resolve to achieve win-win relations so that state resources cannot be mined and diverted in financing unfeasible and costly projects which have no long-term benefit for the country and its people. Hitherto, some guiding criteria are proposed to assess policy decisions being made in some of these agreements.

Criteria to enter Public Private Agreements

Consideration of the monetary benefits and cost to be derived and incurred in the implementation of the project by both parties. Consideration that the cost to be incurred should not be more than government benefits if can