

Public

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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 being obedient to Him and curses for disobedience (Deuteronomy 18).

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 a strategist.

A good manager is said to be someone who manages systems, processes 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 conduits for renewed efficacy in implementing successful programs that ensures that resources, process 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 a need for all policies and goals 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 saving 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 institution to carry them out, resources needed, deadline for implementation and progress to date. Furthermore, progress reports should be submitted quar-

terly 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 final 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 on primary resources whose prices fluctuate on the world market because of the law 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 policy interventions accompanied 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 funding for programs in line 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.

Involve stakeholders in the planning and implementation of intervention plan.

Policy Analysis

The stages involved in policy

making are: problem analysis; policy formulation; policy implementation; policy monitoring and evaluation. Policy analysis is an integral part of policy making that measures the impact of a policy before, during and after implementation. This process is made out of Ex-ante analysis which is the measurement of pre-feasibility and feasibility study outcomes of a policy/program/project. The other component of policy analysis is Post-facto analysis which is, measuring the post-implementation impact and outcomes of a policy/program/project after implementation.

Ex-ante analysis applies techniques such as cost-benefit analysis, cost-effectiveness analysis among others. Cost-benefit analysis assess whether the costs outweigh the benefits in terms of monetary, socio-economic, environmental and other impacts on 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-facto analysis applies integrated criteria for public policy analysis which is to measure 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 techniques which also measure the impact of policies/projects and programs through socio economic indicators such as infant mortality rate, access to health and water, literacy rate, life expectancy, 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 a policy/project/program/sectors or a country is performing.

Public Private Partnership

Governments are inundated with offers to get into partnership with international businesses who initiate Public Private Partnership ventures for undisclosed reasons. Noting, that governments are guaranteed 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 conned 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 ensure the benefits before entering 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 to government than the benefits it can derive.

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Republic of Namibia

Ministry of Regional and Local Government, Housing and Rural Development

Tel: (+264 61) 297-5111
Fax: (+264 61) 226049

Luther Street

Private Bag 13289
Windhoek, Namibia

VACANCIES

DIRECTORATE: RURAL DEVELOPMENT COORDINATION

1) 1X POST DESIGNATION :	Development Planner Grade 3B Level 1
SUB-DIVISION :	Rural Industrialization
SALARY SCALE :	N\$ 153 795 x P- N\$ 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-division.
- 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 I 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 and Poverty reduction.
- 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 planning of operational rural 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 CBOs by the private sector actors in collaboration with the Ministry of Trade and Industry.

2) 1X POST DESIGNATION :	Development Planner SP2
SUB-DIVISION :	Food Security Secretarial
SALARY SCALE :	N\$ 105 975 x P- N\$ 121 395
DUTY STATION :	Windhoek

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

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"
- Advice on agriculture policy, particularly as it affects food production, in comes 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 the rural communities.
- 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 Kasheeta at
Tel No. 061- 2975067

Closing date: 13 August 2010

Applicants must be Namibian citizens. Application (on form I56043 obtained at all Government Offices) together with a comprehensive Curriculum Vitae and certified copies of educational qualifications must be submitted to:

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

MR. ERASTUS I. NEGONGA
PERMANENT SECRETARY