



## **About the API's programmes**

The API's programmes are based on a comprehensive competency framework that addresses the learning needs of different target groups in the public finance management cycle. The objective is to develop competence in areas where it is most required, thus increasing the effectiveness of accounting and auditing professionals in their roles. The learning content, which is focused on increasing the ability to understand and do, matches real-world challenges found in public sector work, while being underpinned by internationally accepted principles.

The learning uses approaches such as problem-based learning, linking practical problems to sound solutions, and includes gamification elements, particularly those that centre around stories and characters, thus building relatedness to learning and easier mastery of the content. It also includes the flexibility to pre-assess competence, ensuring learning is focused and limited to the necessary time.

The capacity building approach is adapted for the target audience, which could include incumbents, professionals who would like to specialise in the public sector, students who will form part of the pipeline of future talent or non-financial colleagues overseeing those who manage public finances.

The learning is available via an online platform and may be complimented with local content. Successful online learning is awarded with digital competency badges that can be collected and presented against a learner's digital profile; and could also lead to recognised certification in collaboration with a professional accountancy organisation or regulator.

## **About the API's people**

To achieve long-term sustainable change, the API develops high-quality learning programmes complimented by comprehensive and contextualised capacity building approaches to create environments that enhance the competence of accounting and auditing professionals in the public sector. This requires collaboration at national, regional and international levels and across all spheres of government, educational institutions, professional accountancy organisations and all interested and influential stakeholders who work or interface with the public sector.

The API is a first of its kind and therefore looking for "first-of-its-kind"-type people to join its team. These people would be passionate about the development of people and enhanced public service delivery to the citizens of countries in Africa. They would be creative, innovative, flexible system thinkers, who display the following competencies, the emphasis on which would vary according to the specific role:

- Business acumen. The ability to make or contribute to strategic business decisions.
- Behavioural competence. The ability to use intellectual curiosity, critical thinking, adaptability, and lifelong learning to effectively respond to an environment of rapid technological change while also



demonstrating the intellectual agility to embrace new or alternative ways of working and adapting to changing circumstances quickly.

- Digital acumen. An understanding of new and emerging technologies—how such technologies operate, are used and affect the work of the API.
- Data interrogation, synthesis, and analysis. The ability to work effectively with structured and unstructured data.
- Communication. The ability to communicate clearly (in writing, verbal, through listening and by presenting) to a wide range of stakeholders at national, regional and international levels and at various levels of seniority. This includes understanding how emerging technologies are changing the channels of communication and how to utilise such channels effectively for this purpose.

In addition, they would have the following key attributes, the emphasis on which would vary according to the specific role:

- Self-motivated and the ability to work independently and according to expectations of quality and timeliness of outputs
- Team leadership capabilities to drive building and leveraging skills and commitment of a highly engaged and committed team
- Strong inter-personal skills and the ability to work in a multi-cultural setting and ability to manage and resolve conflicts
- Confident, well-articulated and collaborative in engaging with others internal and external to the API
- A reflective mindset and the ability to accommodate different opinions and be capable of “seeing around the corner” by being able to identify issues that others pass by or ignore
- Excellent project management skills, including the ability to determine what is needed for the success of a project and to plan and deliver accordingly while paying close attention to details
- Performance-oriented and results-driven with the ability and willingness to operate effectively in all aspects of the role, from strategy to technical to operational to administrative as is often the case in a small organisation
- Good performance management skills with ability to recommend taking of calculated risks backed up by research and strategy
- Ability and willingness to travel internationally and in the region