



ETHIOPIAN CIVIL SERVICE UNIVERSITY

Master's Degree Programs and Admission Criteria

**2019/20GC
(2012EC)**

1. Introduction

The Ethiopian Civil Service University (the then Ethiopian Civil Service College) was established in 1995 by the Office of the Prime Minister to deliver the skilled human power needs of the country's public organizations. For this purpose, it offers undergraduate and postgraduate programs in various fields. The University reviewed its admission criteria and prepared this booklet to augment customer satisfaction. These criteria will be used for the recruitment of Masters' Degree for 2019/20 (20012 E.C.) candidates. The booklet introduces the Colleges, Programs and detail admission criteria for each of the Program.

Vision: To become a leading center of excellence in Public Sector Capacity Building in Africa by 2025 through building efficient, effective, transparent and accountable public service which can contribute to the realization of the development and transformation drive of the country.

Mission: Enhancing the service orientation, transparency and accountability of the Public Service by building its capacity through Specialized Education, Training, Consultancy, Research and Community Services.

Our Core Values:

- Customer Focus
- Welcoming Diversity
- Collaboration
- Commitment
- Attention to the Disadvantaged
- Continuous Learning
- Participatory Leadership

1. COLLEGE OF URBAN DEVELOPMENT AND ENGINEERING (CUDE)

College of Urban Development and Engineering had been established in October 1970 by the name of: *I'Ecole Technique Supérieure Des Municipalités* with agreement between France and the then Imperial Government of Ethiopia. The aim was to provide students with scientific knowledge which enable them to solve technical problems they encounter in the municipalities including Surveying, Hydraulics, Topography and Higher technicians in building and urban planning. It had been formally merged with the then Ethiopian Civil Service College in 1987/95.

The Graduates from the College of Urban Development and Engineering (CUDE) Programs of ECSU will be able to use different tools provided by multiple disciplines to understand cities and the role they play in the development and functioning of civilization. Urban Planners, Engineers, Urban Land Development and Management, Geographers, Architects, Urban Infrastructure and Transport Management, Housing and Real Estate Property Management Professionals and Environmental Management Scientists all study their respective cities and towns from their specific theoretical and

philosophical perspectives. The Urban Development and Engineering Programs at ECSU are based on the recognition of this multi-disciplinary, and it aims to provide students with a multitude of lenses through which to observe, interpret and understand urban life.

The Programs in CUDE are suited for those students who wish to study cities using several disciplinary approaches. It is also of interest to those students who wish to be involved in urban issues in Ethiopia and African Regions. The Programs offer different analytical tools as part of their experiential learning.

Master's Degree Programs in CUDE

College of Urban Development and Engineering comprised the following 8 Master Degree Programs:

- *Urban Planning and Development (MSc)*
- *Environment and Climate Change Management (MSc)*
- *Transport Planning and Management (MSc)*
- *Urban Infrastructure Provision and Management (MSc)*
- *Urban Management (MA)*
- *Urban Land Development and Management (MSc)*
- *Housing Development Provision and Management (MSc)*
- *Urban Property Valuation & Asset Management /UPV&AM/ (MSc).*

The program description and admission requirements of the programs are described below.

1.1. Urban Planning and Development

Due to the accelerating rate of urbanization, urban planning becomes essential in guiding, directing and managing urban spatial development trends. The complexities in the urban fabric have resulted in the need to train professional urban planners. The need for urban planning professionals in Ethiopia is growing rapidly with the increased awareness on the part of regional governments and city administrations. The general objective of this Master's Program in Urban Planning and Development is hence to produce highly qualified planning experts specializing in urban planning and development. The Program aims at producing graduates highly equipped with theories and practices in urban planning and development at different urban levels. The program is set to be completed on a full time basis within a period of two years comprising of four semesters.

Admission Requirements:- The candidates for this program should have

- A bachelor's degree from recognized Higher Educational Institutions in Urban Planning, Urban Planning and Design, Urban Engineering, Urban Transport Planning, Urban and Civil Engineering, architecture, Architecture and Urban Planning, Civil Engineering, Surveying,

Architectural Engineering, Surveying Engineering, Urban and Regional Planning, Architectural Design and Drafting Technology, GIS and Remote Surveying.

- Recommendation letter from employer organization (for Regular & Summer) (Form 002).
- Should not be older than 48 years of age
- Successfully pass ECSU entrance examination (above the cutoff point set by the University)
- Must serve at least two years after graduation in the public service (for Regular& Summer)
- Who can present official transcript before the registration date when selected.

1.2.Environment and Climate Change Management

The Master of Environment and Climate Change Management Program provides an in-depth look at environmental management, imparting the knowledge that is needed for graduates to work in the environmental and climate change management area. The programme is designed to produce qualified civil servants in Urban Environmental and Climate Change Management to support the efforts of the regional and municipal governments in undertaking environmentally friendly urban planning and development programs. It aims at producing graduates who are equipped with theories, tools, skills and perspectives for enhancing best practices in urban environmental planning and climate change management. The program is set to be completed (on a full time basis) within a period of two years.

Admission Requirements:-The candidates for this program should have

- Bachelor degree from recognized Higher Educational Institutions in Environmental Management, Environmental Protection, Environmental Studies, Environmental Science, Natural Resources Management, Climatology, Climate Change and Development, , Range Land Management, Land Resource Management, Forestry, Water Resources, Geology, Environmental Health, Botany, Biodiversity, Environmental Engineering, Sanitary Engineering, Landscape Design and Planning, Waste Management, Meteorology and Atmospheric Science, Water Resource and Irrigation Management, Soil Resource and Watershed Management, Plant Science and Protection.
- Recommendation letter from employer organization (for Regular Summer Program)(Form 002).
- Must serve at least two years after graduation in the public service (for Regular& Summer)
- Should not be older than 48 years of age
- Successfully pass ECSU entrance examination (above the cutoff point set by the University)
- Who can present official transcript before the registration date when selected.

1.3. Transport Planning and Management

Transport is widely recognized as fundamental to economic growth. However, like many Sub-Saharan African countries, Ethiopia is facing transport challenges. To overcome these and other development issues, Transport Planning and Management is crucial. Therefore, the Program endeavours to fill this niche by keeping students with relevant Transport Planning and Management skills, such as planning and managing the transportation sector. The core modules of the Program includes Transportation System and Development, Transport Economics and Governance; Fundamentals of Traffic Engineering and Road Safety Management; Transport Logistics and Operation Management; Transport Planning and Modelling; Research Methods and Techniques I and II, GIS I and II, Transport Studio I and II in the two years. In the second year, the batch will be divided in to two: the specialization with thesis and without thesis. The program is set to be completed on a full time basis within a period of two years comprising of four semesters.

Admission Requirements: - The candidates for this program should have

- Bachelor Degree from recognized Higher Educational Institutions in Transport Management, Transport Planning and Engineering, Urban Engineering, Civil Engineering, Road and highway Engineering, Transport Logistics, Transport Economics, Urban Planning, Applied Geography, Economics, Automotive Technology and Motor Vehicle Engineering.
- Recommendation letter from employer organization (Only for Regular&Summer) (Form 002).
- Must serve at least two years after graduation in the public service (for Regular& Summer)
- Should not be older than 48 years of age
- Successfully pass ECSU entrance examination (above the cutoff point set by the University)
- Who can present official transcript before the registration date when selected.

1.4. Urban Infrastructure Provision and Management

Ethiopia is experiencing high rate of urbanization, which puts pressure on the existing urban infrastructure and services and further calls for more infrastructure and service expansion and investment to meet the growing demand. This calls upon the training and skill development of the human resource in field of urban infrastructure.

The master program is of two years, structured in four semesters. The Program module includes Urbanization and Urban Development Management, Research Methods and Techniques, Infrastructure Studios; GIS, Urban Infrastructure Planning, Management and Urban Infrastructure Financing,

Municipal Infrastructure Service Management, Urban Project Management, Urban Road and Transport Infrastructure Management, and Capital Investment Plan and Asset Management.

Admission Requirements: - The candidates for this program should have

- Bachelor Degree from recognized Higher Educational Institutions in Economics, Urban Planning, Geography, Infrastructure, Hydraulic and Water Resource Engineering, Soil and Water Engineering, Water Supply and Environmental Engineering, Water Supply and Sanitation Engineering, Civil Engineering, Hydraulics Engineering, Urban Engineering and Architecture.
- Recommendation letter from employer organization (for Regular & Summer Program)(Form 002).
- Must serve at least two years after graduation in the public service (for Regular & Summer)
- Should not be older than 48 years of age
- Successfully pass ECSU entrance examination (above the cutoff point set by the University)
- Who can present official transcript before the registration date when selected.

1.5. Urban Management

Although Ethiopia is one of the least urbanized countries, it is experiencing unprecedented rate of urbanization of about 5%. Rapid urbanization comes with various challenges which state and local planning authorities must deal with. Rapid urbanization exerts pressures on the goods and services provided by state and local planning authorities. The challenges which accompany rapid urbanization include: environmental degradation, spiralling urban poverty, food insecurity, crime, HIV/AIDS, unemployment, slums and squatter settlements, among others. The combination of advanced training methodologies and delivery by a select team of experienced academicians and professionals will facilitate the link between theory and practice.

Admission Requirements: - The candidates for this program should have

- Bachelor Degree from recognized university in Management, Urban Land and Management Information System, Urban Planning, Civil Engineering, Urban Engineering, Economics, Environment, Law, Geography, Demography, Sociology, Natural Resource Management
- Recommendation letter from employer organization(Only for Regular & Summer) (Form 002).
- Must serve at least two years after graduation in the public service (for Regular & Summer)
- Should not be older than 48 years of age;
- Successfully pass ECSU entrance examination (above the cutoff point set by the University)

1.6. Urban Land Development and Management

The Government of Ethiopia is undertaking radical reforms in governance and development including Urban Land Development and Management. The overarching goal is to make land management and administration more effective, efficient and harmonized in contributing towards the implementation of public policy goals. The Program will equip students with analytical and practical skills in urban land and sustainable development, land management and administration, research practice.

Admission Requirements: - The candidates for this program should have

- Bachelor Degree from a recognized university in Land Administration, Urban and Regional Planning, Urban Planning, Urban Management, Applied Geography, Architecture, Urban Engineering, Economics, LIS, GIS, Infrastructure and Land administration, Urban Land Management and Information System, Infrastructure , Transport , Real Property and Asset Management.
- Recommendation letter from employer organization (Only for Regular & Summer) (Form 002).
- Should not be older than 48 years of age;
- Successfully pass ECSU entrance examination (above the cutoff point set by the University)
- Must serve at least two years after graduation in the public service (for Regular& Summer)
- Who can present official transcript before the registration date when selected.

1.7. Housing Development and Management

The program is designed to upgrade the capacity of public and private sector professionals and for those wishing to specialize in the housing area. It analyses the contexts of housing, both nationally and globally in terms of political, economic and social developments; it provides a critical evaluation of international housing systems; provides a deeper level of knowledge and understanding of some selected urban and housing issues such as housing finance, property development and urban management models. It also equips students with useful techniques and skills in the analysis of urban and housing issues; and enables students to specialize in some aspects of housing. The program is set to be completed on a full time basis within a period of two years comprising of four semesters.

Admission Requirements:- The candidates for this program should have

- Bachelor degree from recognized Higher Educational Institution in Urban planning, Urban Planning and Design, Architecture, Architecture and Urban Planning, Civil engineering, Urban management, Construction Technology and Management, Economics, Urban Land Management,

Architecture and Urban Planning, Surveying, Engineering, Urban Engineering, Architectural Engineering.

- Recommendation letter from employer organization (Only for Regular & Summer) (Form 002)
- Must serve at least two years after graduation in the public service (for Regular& Summer)
- Should not be older than 48 years of age;
- Successfully pass ECSU entrance examination (above the cutoff point set by the University)
- Who can present official transcript before the registration date when selected.

1.8. Urban Property Valuation & Asset Management

This program is designed to equip graduates with knowledge and skills applicable to a variety of career paths such as investment, finance, asset management and research. The Program addresses a range of topics including finance and taxation, corporate portfolio management, risk identification and management, feasibility analysis, land law, property valuation and market analysis. Special emphasis is given to core modules such as: Land Administration Management and Land Law, Real Property Registration & LIS, Land and Real Estate Construction Economics, Real Estate Investment Financing and Business Administration, Municipal Infrastructure and Asset Management, Geospatial Techniques for Urban Property Valuation and Asset Management, Real Property Valuation and Taxation. The program is set to be completed on a full time basis within a period of two years comprising of four semesters.

Admission Requirements:- The candidates for this program should have

- Bachelor Degree from recognized Higher Educational Institutions in Urban Planning, Urban Engineering, Civil Engineering, Architecture, Urban Land Management, Economics, Accounting, Construction Technology and Management, Surveying and Architectural Engineering, Architecture and Urban Planning
- Recommendation letter from employer organization (Only for Regular&Summer) (Form 002).
- Must serve at least two years after graduation in the public service (for Regular& Summer)
- Should not be older than 48 years of age;
- Successfully pass ECSU entrance examination (above the cutoff point set by the University)
- Who can present official transcript before the registration date when selected.

2. COLLEGE OF FINANCE, MANAGEMENT AND DEVELOPMENT(CFMD)

Recently, the University undertook a substantial structural change that resulted in the establishment of three Colleges of which College of Finance, Management and Development is the one. The College is created by merging the former Institute of Public Management and Development Studies and the former Institute of Tax and Customs Administration. The College has six academic departments consisting of 14 Programs at Undergraduate, Masters and PhD levels. The Academic Departments are: Department of Public and Social Security Management, Department of Development Economics and Management, Department of Public Financial Management and Accounting, Department of Public Procurement and Asset Management, Department of Tax and Customs Administration, and Department of Mathematics and Statistics.

Master's Degree Programs in CFMD

The College currently has the following 8 Master Degree programs.

- *Public Management (PM)*
- *Social Protection Management (SPM)*
- *Development Economics (DE)*
- *Public Financial Management (PFM)*
- *Accounting and Finance*
- *Tax Administration (TXA)*
- *Customs Administration (CA)*
- *Public Procurement and Asset Management (PPAM)*

In the following sections, the College's Master Degree Programs and their respective admission criteria are briefly described.

2.1.Public Management (PM)

Effective implementation of the Ethiopia's Government development plan requires committed and competent public managers. It has been observed that over the years the government organizations in Ethiopia have found it difficult to fill certain vacant positions particularly at the higher organizational levels. It is believed that presently there are a large proportion of civil and public servants in Ethiopia who do not possess the requisite qualifications to fill such positions or vacancies. As a result the Government and stakeholders have identified the development of a Master's Program in Public Management as one of the several intervention strategies to be used in closing this capacity gap.

The main objective of the program is to produce public managers capable of attuning to implement the government development policies in the interest of the public at large. It aims at equipping the students with the basic concepts, theories and tools for analytical thinking, sound judgment, innovation, leadership and other managerial skills required to serve the public.

Admission Requirements:- The candidates for this program should have

- Bachelor Degree in Development Management, Public Management, Development Studies, Management, Public Administration, Marketing Management, Community Development, Educational Management, Rural Development Management, Human Resource Management, Public Policy, Leadership, Governance, Business Management, Business Administration, Administrative Service, Public Administration and Development, Management and Information System (MIS), Educational Planning and Management, Governance and Developmental Studies, Gender and Development, Educational Leadership and Management, Governance/Natural Resource Governance, Regional & Local Development Studies, Planning, Project Management, School Leadership, Educational Policy and Leadership, Cooperative Development & Leadership, Community Development, Business Administration in Finance, Cooperative Management, Policy/Administration, Cooperative Marketing, Public Management and Policy, Regional and Urban Development Management, Public Administration & Policy, Development Administration, Public Administration and Development Management, Community and Social Development Concentration, Quality Management and Organization Excellence, Innovation Management and Entrepreneurship, Regional and Urban Development Management, Marketing Resource Management.
- Recommendation letter from employer organization (Only for Regular & Summer) (Form 002).
- Must serve at least two years after graduation in the public service (for Regular& Summer)
- Should not be older than 48years during application, and
- Successfully pass ECSU entrance examination (above the cutoff point set by the University)

2.2.Social Protection Management

The Master's Degree in Social Protection Management is designed to support the managerial and policy development capabilities of people looking at careers within the evolving social protection system in Ethiopia. It seeks to provide a comprehensive range of courses for managers in social protection. The Program incorporates both public and private financing and delivery mechanisms for a range of social risks, including: old age, death and disability, sickness protection, health protection, unemployment, and the protection of vulnerable families.

Admission Requirements:- The candidates for this program should have

- Bachelor Degree from recognized higher educational institution in Development Management, Public Management, Development Studies, Management, Public Administration, Marketing Management, Community Development, Educational Management, , Rural Development, Human Resource Management, Public Policy, Leadership, Governance, Business Management, Governance, Business Administration, Administrative Service, Public Administration and Development, Management and Information System (MIS), Educational Planning and Management, Governance and Developmental Studies, Gender and Development, Educational Leadership and Management, Governance/Natural Resource Governance, Marketing Management, Regional & Local Development Studies/Planning, Project Management, School Leadership, Educational Policy and Leadership, Cooperative Development & Leadership, Community Development, Business Administration in Finance, Cooperative Management, Policy/Administration, Cooperative Marketing, Public Management and Policy, Regional and Urban Development Management, Public administration & Policy, Development Administration, Public Administration and Development Management, Community and Social Development Concentration, Quality Management and Organization Excellence, Innovation Management and Entrepreneurship, Regional and Urban Development Management, Marketing Resource Management, Regional and Local Development Studies,
- Recommendation letter from employer organization (Only for Regular & Summer) (Form 002).
- Should not be older than 48 years of age;
- Successfully pass ECSU entrance examination (above the cutoff point set by the University)
- Must serve at least two years after graduation in the public service (for Regular& Summer)
- Who can present official transcript before the registration date when selected.

2.3. Development Economics (DE)

The main purpose of this Program is to strengthen Ethiopian human resources in specialized theoretical and applied development policy areas. The Program focuses on poverty and income distribution, the roles of technical change and inter-sectoral linkages in economic development and the significance of the state in the process of policy formulation for development. It aims at providing students with the theoretical knowledge, policy awareness, problem solving research techniques and skills to tackle many of the challenges relating to economic development of the country. This will enable them to actively participate in decision-making on policies designed to promote sustainable development in the country, improving student's insights and ability to recognize and resolve economic policy issues in a methodologically sound and effective manner, and strengthening student's capacity for evaluating

policy options of the country against the background of the contemporary development theories and practices.

Admission Requirements: - The candidates for this program should have

- Bachelor degree from recognized Higher Educational Institutions in Economics, Agricultural Economics, Agri-Business, Statistics, Development Management, Natural Resource Economics, Agri-Resource Economics,. Business Economics, Economics and Management, Banking, Finance and Developmental Economics, Banking and Finance, International Trade and Investment Management, Regional & Local Development Studies/Planning, Economic Policy Analysis, Rural Finance, Energy Economics, Transport Economics, Political Economy, Taxation and Investment, Population and Development, Rural Development, Agricultural Rural Extension, Development and Climate Change, Development Studies, Population Studies, Development Administration, International Trade and Investment Management, Agro Economics, Finance & Development Economics, Agricultural Resource Economics and Management, Natural Resource Economics & Policy, Cooperative Economics & Social Enterprises, Development Economics, Banking and Rural Finance, Development Policy and Natural Resource, Applied Development Economics Development Economics, Accounting and Finance, Development Policies Analysis, Rural Livelihoods and Development, Food Security, Industrial Economics, Financial Economics,
- Recommendation letter from employer organization (Only for Regular&Summer) (Form 002).
- Should not be older than 48 years of age;
- Successfully pass ECSU entrance examination (above the cutoff point set by the University)
- Must serve at least two years after graduation in the public service (for Regular& Summer)
- Who can present official transcript before the registration date when selected.

2.4. Public Financial Management (PFM)

The Public Financial Managements is designed with a view of producing civil servants who are cost conscious, ethical, and capable of generating funds and utilizing it optimally. The Program aims at producing skilled personnel that can participate in policy decisions related to Public Sector Financial Management and the collection and utilization of the government financial resources. The Program enables students to gain understanding of how the government matches the needs of the society with scarce economic resources. Students will also develop a skill in formulating the budget, follow up its implementation, and exercise adequate budgetary control.

Admission Requirements:- The candidates for this program should have Bachelor degree from recognized Higher Educational Institutions in Public Financial Management, Accounting, Economics, Business Education, Cooperatives Business Management, Business Management, Cooperatives Auditing, Cooperatives Accounting, Purchasing and Supplies Management, Marketing Management, Agricultural Business Management, Banking and Insurance, Financial Development Economics, Business Economics, Economics and Management, Banking, Cooperatives, Banking and Finance, Business Administration, Accounting and Finance, Accounting and Audit, International Trade and Investment management, Management and Information System (MIS)

- Recommendation letter from employer organization (Only for Regular & Summer) (Form 002).
- Should not be older than 48 years of age;
- Successfully pass ECSU entrance examination (above the cutoff point set by the University)
- Must serve at least two years after graduation in the public service (for Regular & Summer)
- Who can present official transcript before the registration date when selected.

2.5. Accounting and Finance

The increasing complexity of the current world business environment and continued development of accounting and finance practices have increased the need for graduate level in Accounting and Finance Program. Moreover, the Ethiopian public sector has been under continuous reforms which demands qualified manpower to sustain the growth and development of the country. Accounting and Finance is one of the academic fields that require capacity building of the public and private sectors of the country to fill the gap of qualified personnel in labor market. Accounting and Finance is designed to respond to the existing shortage of trained human power in the finance sector.

Admission Requirements:-The candidates for this program should have

- Bachelor's Degree from recognized Higher Educational Institutions in Accounting, Finance, Accounting and Finance, Business Economics, Business Management, Economics, Economics and Management, Banking, Cooperative, Finance and Developmental Economics, Banking and Finance, Business Administration, Accounting and Audit, International Trade and Investment management, Management and Information System (MIS).
- Recommendation letter from employer organization (Only for Regular & Summer) (Form 002).
- Should not be older than 48 years of age
- Successfully pass ECSU entrance examination (above the cutoff point set by the University)
- Must serve at least two years after graduation in the public service (for Regular & Summer)
- Who can present official transcript before the registration date when selected.

2.6. Customs Administration (CA)

Customs Administrations in many countries usually suffer from two serious diseases – corruption and fraud. Realizing this, the Government of Ethiopia has decided to revamp the system of customs in the country with a view of making the customs administration free from corruption and fraud, and making it transparent and revenue- generating. Owing to reforms made in the customs administration, the revenue collection has increased by multimillion, simultaneously with a substantial reduction in corruption and fraud. An obstacle that confronts all the efforts of the customs administration is the lack of trained personnel in the area of Customs Administration. Hence, it has become a necessary step to build the capacity of the civil servants with the required knowledge, skills and attitudes at Master Degree Program so as to respond to the existing shortage of trained human power in the area of Customs Administration.

Admission Requirements: - The candidates for this program should have

- A Bachelor Degree from recognized Higher Educational Institutions in Accounting, Economics, Management, Purchasing Management, Procurement, Administrative Service Management and Techn. System, Cooperatives Auditing, Cooperatives Accounting, Public Financial Management, Purchasing and Supplies Management, Marketing Management, Procurement, Banking and Insurance, Finance, Development Economics, Agricultural Business Management, Supplies Management, Marketing Management, Marketing and Sales Management, Business Administration and Information System, Management of Information System, Business Education, Accounting & Finance, Logistic And Supply Chain Management, Development Economics, and Business/Commercial Law, Development Management, Accounting and Audit, and International Trade and Investment management.
- Recommendation letter from employer organization (Only for Regular & Summer) (Form 002).
- Should not be older than 48 years of age;
- Successfully pass ECSU entrance examination (above the cutoff point set by the University)
- Must serve at least two years after graduation in the public service (for Regular& Summer)
- Who can present official transcript before the registration date when selected.

2.7. Tax Administration (TXA)

Central to the revenue system in any country is taxation which provides the country with the lion's share of its revenue. Mobilizing adequate resources from taxation, the key source of revenue for the

government, and making it available for implementing developmental programs in the country requires an impeccable revenue management system. The major problems that make the tax system of a country crippled are corruption, tax evasion, and lack of transparency. Lack of trained manpower in the area of taxation and the absence of a well-designed tax management system exacerbate the problem and create serious damages in the economic and the social systems of the country.

Though the Government of Ethiopia has gone a long way in reforming the tax system of the country, it hasn't been able to fully reap the fruits of the reform, mainly due to lack of trained personnel in the area of tax administration. Thus, building capacity in Tax Policy Formulation and Implementation areas has become crucial to meet the current needs of trained man power with the required knowledge, skills and attitudes.

Admission Requirements: - The candidates for this program should have

- A Bachelor Degree from recognized Higher Educational Institutions in Accounting, Economics, Management, Purchasing Management, Procurement, Administrative Service Management and Techn. System, Cooperatives Auditing, Cooperatives Accounting, Public Financial Management, Purchasing and Supplies Management, Marketing Management, Procurement, Banking and Insurance, Finance, Development Economics, Agricultural Business Management, Supplies Management, Marketing Management, Marketing and Sales Management, Business Administration and Information System, Management of Information System, Business Education, Accounting & Finance, Logistic And Supply Chain Management, Development Economics, and Business/Commercial Law, Development Management, Purchasing and Supply Management, Accounting and Audit, and International Trade and Investment management.
- Recommendation letter from employer organization(Form002)(for Regular&Summer Program).
- Should not be older than 48 years of age;
- Successfully pass ECSU entrance examination (above the cutoff point set by the University)
- Must serve at least two years after graduation in the public service (for Regular& Summer)
- Who can present official transcript before the registration date when selected.

2.8. Public Procurement and Asset Management (PPAM)

The Program aims at satisfying the need for trained managers who are capable of remolding the Public Procurement and Asset Management System of the country in such a way that the Procurement and Asset Management process is performed with clear set rules, regulations and procedures that would

enhance efficiency in the public sector and also ensure high ethical standards in the Procurement and Asset Management processes.

Admission Requirements: - The candidates for this program should have

- Bachelor Degree from recognized Higher Educational Institutions in Public Procurement and Asset Management, Purchasing and Supply Management, Supply Chain and Logistics Management, Public Financial Management, Accounting, Finance, Public Management, Commerce, Cooperative Accounting, Marketing and Sales Management, Cooperative Auditing, Banking and Insurance, Tax and Customs Administration, Supplies Management, Business Economics, Economics, Business Management, Accounting, Economics and Management, Management, Banking, Finance and Developmental Economics, Development Management, Banking and Finance, Marketing Logistic and Supply Management, Business Administration, Purchasing and Supply Management, Accounting and Finance, Accounting and Audit, International Trade and Investment management, and Marketing Management.
- Recommendation letter from employer organization (Form002) (for Regular & Summer Only).
- Should not be older than 48 years of age;
- Successfully pass ECSU entrance examination (above the cutoff point set by the University)
- Must serve at least two years after graduation in the public service (for Regular& Summer)
- Who can present official transcript before the registration date when selected.

3. COLLEGE OF LEADERSHIP AND GOVERNANCE-(CLG)

Currently CLG hosts the following 10 master degree programs.

- *Governance and Development (AIGAD)*
- *Leadership and Good Governance (LGG)*
- *Public Policy Studies (PPS)*
- *Policy Analysis (PA)*
- *Development Policy (DP)*
- *Social Policy (SP)*
- *Diplomacy and International Relations (DIR)*
- *Comparative Public Law & Good Governance (CPLGG)*
- *International Law (IL)*
- *Federalism and Local Government Studies (FLGS)*

The program description admission requirements of the programs are described below.

3.1. Governance and Development

African Institute Governance and Development (AIGAD) envisions to develop intellectual capacity for visionary and dedicated public service policy makers, executive managers and leaders in the Horn of Africa who share universal vision of a prosperous region distinguished by and known for good governance, peaceful co-existence, mutual understanding between the peoples of the region and beyond, prosperity, social justice, optimism, and complete liberation from chronic intolerance, poverty and other forms of human misery and deprivation. Distinguished AIGAD member states include: Djibouti, Eritrea, Ethiopia, Kenya, Somalia, South Sudan, Sudan and Uganda.

Admission Criteria: - The candidates for this program should have

- A Bachelor degree from recognized Higher Educational Institution in: Public Management and Governance, Development Studies, Economics, Environmental Studies, Regional studies, Geo-Political Studies, Political Science and International Studies, Policy Studies, Pastoral, Agricultural, Rural Development Studies, Management, Development Management, Business Management, Economics, Public Administration, Sociology, Public Management, Social Works, Community Development, Rural Development, Sociology and Social Anthropology, Disaster and Risk Management, Gender and Development, Natural Resource Governance, Regional & Local Development Studies, Project Management, Sociology and Family Studies, Cooperative Development & Leadership, Cooperative Management, Cooperative Economics, Food Security, Regional and Urban Development Management, Regional and Urban Development Management, Rural Livelihoods and Development, Socio – Economic Development Planning.
- Shall be citizens of one of the African countries;
- Recommendation letter from employer organization (Form 002) (for Regular & Summer Program).
- Should not be older than 48 years of age
- Successfully pass ECSU entrance examination (above the cutoff point set by the University)
- Must serve at least two years after graduation in the public service (for Regular & Summer)
- Who can present official transcript before the registration date when selected.

3.2. Leadership and Good Governance (LGG)

Leadership and Good Governance (LGG) was established with the aim of filling the gap in leadership: shortage of competent leaders in the public sector at national and local levels. The Program is assumed to be serving the purpose of building the leadership capacity of public organizations (civil service). The

results of this program and its training will be making future leaders more committed, knowledgeable, skilled and ethical for the civil service.

Admission Requirements: - The candidates for this program should have

- Bachelor degree from recognized Higher Educational Institutions in Journalism and Communication, Psychology, Law, History and Heritage Management, Sociology and Social Anthropology, Social Work, Civic and Ethical Education, Geography and Environmental Studies, Governance, Political Science and International Relations, Disaster Risk Management, History, Sociology, Pedagogical Science, Archeology and Heritage Management, Behavioral and Educational Science, Adult Education and Community Development, Educational Planning and Management, Governance and Developmental Studies, Teacher Education and Curriculum Studies, Heritage Conservation, Curriculum and Instructional Supervision, Counseling and school Psychology, Gender and Development, Geography Education, Environment and Gender, Climate and Society, Water and Environment, Population Studies, Governance and Development Studies, Educational Leadership and Management, Professional education, Business Economics, Business Management, Accounting, Economics, Economics and Management, Management, Cooperatives Management, Finance and Developmental Economics, Development Management, Hotel and Tourism Management, Marketing Logistic and Supply Management, Tourism and Hospitality Management, Business Administration, Management and Technology System, Purchasing and Supply Management, Tourism Management, Administrative Service, Public Administration and Development, International Trade and Investment management, Management and Information System (MIS), Construction management, Land and Real Property Valuation, Agro economics, Natural resource management, Water Resource and Irrigation management, Eco – Tourism, Rural Developmental and Agricultural Extension, Soil Resource and Water shed Management, Forest Resource Management, Marketing Management, Environmental protection, Land Administration, Rural Development, Agribusiness Management and Agricultural Marketing, Pastoral Economy and Rural Development, Agricultural Resource, Agribusiness and Value Chain management, Mid – Career Agricultural Extension, Urban and regional planning Construction Technology and Management, Health Officer, Health Education and Promotion Environmental & Occupational Health and Safety, Sport management
- Recommendation letter from employer organization (Form 002) (Only for Regular & Summer).
- Must serve at least two years after graduation in the public service (for Regular& Summer)
- Should not be older than 48 years of age;
- Successfully pass ECSU entrance examination (above the cutoff point set by the University)
- Who can present official transcript before the registration date when selected.

3.3. Public Policy Studies (PPS)

The Federal Democratic Republic Ethiopia (FDRE) Capacity Building Strategy document (2001) noted that knowledge and skills in public policy is limited in many of the public institutions in Ethiopia. As a result, many experts and some public managers failed to associate many of their sector activities with national policies. Absence of the study program in many of the higher learning institutions contributed to the low conceptual knowledge, skills and experience in the area. It was with this dire need and emphasis stipulated in the aforesaid document that the Ethiopian Civil Service University played a pioneering role to launch the Program.

Policy actors at all levels need to be versed with the basics of public policy science in order that policy implementation would help ensure in achieving set goals and objectives. Hence, the overall objective of this master's program is to enhance students' policy knowledge, skills, policy partnership and ownership attitudes in order that effective policy outcomes and impacts can be realized for the targets they are designed.

Admission Requirements: - The candidates for this program should have

- Bachelor Degree from recognized Higher Educational Institutions in the field of: Public Policy, Political Science, Leadership, Public Administration, Economics, Development Studies, Law, Sociology, Political Science and International Relations, Statistics, Disaster Risk Management, Governance and Developmental Studies, Social Work, Governance, Adult Education and Community Development, Educational Planning and Management, Curriculum and Instructional Supervision, Population Studies, Educational Leadership and Management, Gender and Development, Environment and Gender, Climate and Society.
- Recommendation letter from employer organization (Only for Regular & Summer) (Form 002).
- Must serve at least two years after graduation in the public service (for Regular& Summer)
- Should not be older than 48 years of age;
- Successfully pass ECSU entrance examination (above the cutoff point set by the University)
- Who can present official transcript before the registration date when selected.

3.4. Policy Analysis (PA)

To make policies to the best interest of the public and cost effective, policy decisions should be based on policy relevant information provided by policy analysts to policymakers. Thus, policy makers have to have sufficient information, facts and figures to propose policies, to accept or reject policy proposals presented by government bodies so that their decision could be rational and effective. Such procedures

help policy analysts to adhere to their professional integrity, while policymakers have to make final political decisions which are of a multifaceted nature and beyond the analysis forwarded to them.

On the other hand, knowledge and skills of policy analysis is critically important for public managers and experts at all levels of government. Hence, owing to the paramount role of policy analysis in the policy making process and the obvious trained experts' gap in the area in Ethiopia and thus, ECSU, has launched a new master program in Policy Analysis.

Admission Requirements: - The candidates for this program should have

- Bachelor Degree from recognized Higher Educational Institutions in the field of: Public Policy, Public Administration, Management, Development Management, Development Studies, Statistics, Economics, Governance and Development, Sociology and other related social studies, Sociology, Governance, Political Science and International Relations, Disaster Risk Management, Adult Education and Community Development, Educational Planning and Management, Governance and Developmental Studies, Population Studies.
- Must serve at least two years after graduation in the public service (for Regular & Summer)
- Recommendation letter from employer organization (Only for Regular & Summer) (Form 002).
- Should not be older than 48 years of age;
- Successfully pass ECSU entrance examination (above the cutoff point set by the University)
- Who can present official transcript before the registration date when selected.

3.5. Development Policy (DP)

In modern life, governments have realized the interplays between human capital and the services that contribute to quality of life. Both the developed and some developing countries are striving to design development policies that enhance economic and social development. Issues related to developmental state, environment and development, local development, gender and development, inequality, poverty, aid and development are central to policy debates now and in the future. Ethiopia, moving on enhanced development path, is striving to a middle income country in the not- so far future. But all these intricacies need to be accommodated in policy packages for effective social and economic planning.

Admission Requirements: - The candidates for this program should have

- Bachelor Degree from recognized Higher Educational Institutions in the field of: Development Management, Public Policy, Public Administration, Management, Statistics, Economics, Governance and Development, Political Science, Leadership, Law, and Sociology, Development Studies, and Social Anthropology, Social Work, Geography and Environmental Studies, Governance, Political Science and International Relations, Disaster Risk Management, Adult

Education and Community Development, Gender and Development, Environment and Gender, Climate and Society, Population Studies

- Recommendation letter from employer organization (Only for Regular&Summer) (Form 002).
- Should not be older than 48 years of age;
- Successfully pass ECSU entrance examination (above the cutoff point set by the University)
- Must serve at least two years after graduation in the public service (for Regular& Summer)
- Who can present official transcript before the registration date when selected.

3.6. Social Policy (SP)

Both the developed and some developing countries are striving to design social policies that enhance health, education and related welfare programs. Ethiopia, moving on enhanced development path, is forecasting for a universal social security provision for all citizens in the not- so far future. But all these intricacies need to be accommodated in policy packages for effective social and economic planning. For this reason, the Ethiopian Civil Service University (ECSU) has carefully designed such relevant program that prepare civil servants for different professional levels and position of leadership in all areas of governance.

Admission Requirements: - The candidates for this program should have

- Bachelor Degree from recognized Higher Educational Institutions in the field of: Sociology, Public Policy, Political Science, Leadership, Public Administration, Social Work, Economics, Development Studies, Law, and Management, Sociology and Social Anthropology, English language and literature, Journalism and Communication, Special Needs Education, Civic and Ethical Education, Governance, Political Science and International Relations, Disaster Risk Management, Early Child Care and Education, History, Behavioral and Educational Science, Adult Education and Community Development, Educational Planning and Management, Gender and Development, Environment and Gender, Climate and Society, Population Studies, Educational Leadership and Management.
- Recommendation letter from employer organization (Only for Regular&Summer) (Form 002).
- Should not be older than 48 years of age;
- Successfully pass ECSU entrance examination (above the cutoff point set by the University)
- Must serve at least two years after graduation in the public service (for Regular& Summer)
- Who can present official transcript before the registration date when selected.

3.7. Diplomacy and International Relations (DIR)

The increasingly complex nature of contemporary international relations has turned Diplomacy into a modern technical tool masterly utilized by well-grounded professionals in the numerous fields now covered in international relations. The program designed to leverage Ethiopia's capacity building in Diplomacy and International Relations through best practices to produce more practitioners highly

schooled in Diplomacy as well as meet Ethiopia's development aspirations. The program aims at developing the requisite knowledge and skills of professionals in the field.

Admission Criteria: - The candidates for this program should have

- Bachelor Degree from a recognized Higher Education Institution; in any field, served at least two years in the area and other fields;
- Recommendation letter from employer organization (Only for Regular & Summer) (Form 002).
- Should not be older than 48 years of age;
- Successfully pass ECSU entrance examination (above the cutoff point set by the University)
- Must serve at least two years after graduation in the public service (for Regular & Summer)
- Who can present official transcript before the registration date when selected.

3.8. Comparative Public Law & Good Governance (CPLGG)

The formal adoption of federalism by the FDRE constitution, the implementation of new economic policy, the enhancement of roles and responsibilities of the public service institutions, and the consequent need for highly qualified legal experts that can provide theoretical orientation and practical solutions to the new system have been major reasons for launching the program. The general objective of the program is to build capacity of the legal profession in the public sector by providing participants with advanced knowledge and skill that will enable them to: advise the public sector on contemporary public law issues; analyze and execute domestic legal instruments according to new policies; conduct research and teach on contemporary legal issues related to public law; and meet the policy requirements of the federal, regional and local governments.

Admission Criteria: - The candidates for this program should have:

- Bachelor Degree in Law (LLB) from a recognized Higher Education Institutions;
- Recommendation letter from employer organization (Only for Regular & Summer) (Form 002).
- Should not be older than 48 years of age;
- Successfully pass ECSU entrance examination (above the cutoff point set by the University)
- Must serve at least two years after graduation in the public service (for Regular & Summer)
- Who can present official transcript before the registration date when selected.

3.9. International Law (IL)

The new international developments have brought about new challenges and opportunities in international political and economic relations and these, added to the domestic developments, have necessitated the presence of qualified legal experts in the Ethiopian public sector who can work according to the new context and contribute to national development. The general objective of the program is to build capacity of the legal profession in the public sector of the country by providing

participants with advanced knowledge and skill that will enable them to advise the public sector on contemporary international law issues; analyze and execute international law instruments according to new policies and meet the policy requirements of the federal and regional governments.

Admission Criteria: - The candidates for this program should have

- Bachelor Degree from a recognized Higher Education Institutions in law (LLB);
- Recommendation letter from employer organization (Only for Regular&Summer) (Form 002).
- Should not be older than 48 years of age;
- Successfully pass ECSU entrance examination (above the cutoff point set by the University)
- Must serve at least two years after graduation in the public service (for Regular& Summer)
- Who can present official transcript before the registration date when selected.

3.10. Federalism and Local Government Studies (FLGS)

Ever since the introduction of the federal system in Ethiopia, there has been an increased demand for professionals qualified in the area of Federalism at different levels. The due implementation of federalism in Ethiopia has been seriously hampered by a shortage of competent, skilled professionals to ensure the operation of federal institutions in the legislative, executive and judicial bodies. The overall objective of the program is to contribute to the discourse on federalism in general and to strengthen the federal system of Ethiopia in particular by producing competent professionals at the federal, regional and local levels. The program is primarily designed for practitioners of federalism at federal, regional and local levels. It is, however, also open for those interested in pursuing high - level academic study on several aspects of federalism with a view to serving as policy analysts, advisors and consultants.

Admission Criteria: The candidates for this program should have

- A bachelor degree from a recognized Higher Education Institutions in Law, Economics, Political Science and International Relations, Sociology, Public Administration, Development Administration, Business Management, Development Management, History, and related disciplines in the social sciences;
- Recommendation letter from employer organization (Only for Regular&Summer) (Form 002).
- Should not be older than 48 years of age;
- Successfully pass ECSU entrance examination (above the cutoff point set by the University)
- Must serve at least two years after graduation in the public service (for Regular& Summer)
- Who can present official transcript before the registration date when selected.