

Wolaita Sodo University Career path prototype

Department of PADM

Graduate profile of Public Administration and Development Management Department

S.no	Department	Degree Nomenclature	Expected competencies from graduates		Where they are going to be hired
			Practical skills	Soft skills	
1	Public Administration and development management	Public Administration and development management	<ul style="list-style-type: none"> ✚ Plan, organize, direct and control activities in government and non-governmental organisations ✚ Engage actively in policy formulation, analysis, implementation and evaluation in the public and voluntary organizations; ✚ Promote efficient and effective management of human resources and carryout human resource planning, recruiting, selecting, training, motivating, appraising performance etc., in an organisation; ✚ Manage the financial resource of an organization by applying the techniques in public sector budgeting, financial planning, 	<ul style="list-style-type: none"> ✚ Understand the theoretical concepts of public administration as well as discuss the branches and roles of government and analyze their application in the Ethiopian context; ✚ Critically analyze the theoretical perspectives and discourses on economic, social and political development and the role of government in development and how these discourses should be outfitted in the context of Ethiopia; ✚ Understand the contemporary issues and approaches and techniques of public sector management, organization design and development and the techniques of human resource management; ✚ Understand the various theories and approaches in policy science and critically analyze development policy issues; ✚ To have practical skills of research 	<ul style="list-style-type: none"> ✚ Public sector (central government ministries, local government administrations, government corporations, etc.) ✚ Non-governmental organizations, associations, civil society organizations, international organizations and UN agencies working in areas of public interest ✚ Private sector as experts in, project management, strategic management, human resource development & management, technical advisory role, etc ✚ Consultancy and research centres (institutions) ✚ Banking and other financial sectors ✚ Revenue and custom Authority bureau ✚ In industries

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			<p>analyzing financial statements and basic non-profit accounting techniques;</p> <ul style="list-style-type: none"> ✚ Communicate effectively through public speeches, letters, memoranda, etc.; ✚ Effectively participate in resolving conflict, negotiating, coaching, guiding and building consensus among different actors; ✚ Analyse the impacts of different modalities of delivering services to users; ✚ Undertake contract administration and other activities related to ordering, supplying, selecting, receiving, inspecting, storing, and material handling; ✚ Select local development projects from among a set of possible projects undertake feasibility studies 	<p>methodologies and techniques to carry out independent researches and communicate clearly in written and readable documents;</p> <ul style="list-style-type: none"> ✚ Understand and discuss the different theoretical perspectives and discourses on decentralization (political, administrative and financial) and critically analyze the challenges and prospects of the ongoing decentralization in Ethiopia; ✚ Develop a deeper understanding of the concepts and major debates on process of democratization (participation, accountability, transparency, rule of law, human rights), and synthesis the relationship of decentralization and development in the context of Ethiopia; ✚ Conceptualize the analytical approaches to governance and leadership at organization and community level and involve actively in negotiation, mediation, and conflict resolution; ✚ Understand the basic concepts of civil 	<ul style="list-style-type: none"> ✚ In transportations sectors
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			<p>as well as plan, implement, monitor and evaluate projects and programs and analyze their effects on sustainable development;</p> <ul style="list-style-type: none"> ✚ Assess the environment of an organization and develop strategic visions and plans for an organization by integrating the different organizational functions and involving different actors and stakeholders: ✚ Develop organizational plans and programs and execution of the same. ✚ Participate in multi-disciplinary research projects and conduct independent research; ✚ Undertake customer service, handling and some transactional activities in banking industries and other financial institutions. 	<p>service ethics, neutrality and other principles:</p> <ul style="list-style-type: none"> ✚ Develop understanding on the different modalities of rural and local economic development strategies and establishments of public-private partnerships: ✚ Understand the approaches to project and program development as well as the techniques related to project identification, appraisal, selection, monitoring and evaluation; ✚ understand the conceptual foundations and practice of governance and democracy and their impact on development as well as analyze the roles of non-state actors and social movements in enhancing good governance and democracy; ✚ Understand the concepts, theories and practices of urban management; ✚ Prepare, develop, implement and evaluate programs and projects 	
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