



# **AFRIKA KOMMT! FELLOWSHIP PROGRAMME 2018 - 2020**

An Initiative of German Industry for Future Leaders from Sub-Saharan Africa

## **7. Intake**

# **ANNOUNCEMENT**

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## Partner Companies / Foundation



## Cooperation Partners

Robert Bosch Stiftung



AFRIKA KOMMT! receives valuable contributions from the German Federal Foreign Office (Auswärtiges Amt) and the German embassies in Sub-Saharan Africa.

The programme is supported by the Federal President of Germany Frank-Walter Steinmeier

AFRIKA KOMMT! is implemented and coordinated by:











## Part A – Placements and profiles of AFRIKA KOMMT! 2018-2020

The following fellowship placements are available as part of AFRIKA KOMMT! 2018-2020. The third column shows the general background required for each placement. The button on the right side leads to further information on the specific profile needed. Please read it thoroughly before applying.





**Please note: You will have to apply for the whole programme and not for a certain company or placement. There is no guarantee that the practical training in a specific company is possible.**

Company		Placement & Required Background
	Boehringer Ingelheim GmbH	<p><b><u>Profile 1 (Corporate Strategy &amp; Development)</u></b> Degree in Business Administration, Natural Sciences, Pharmacy or Medicine → <a href="#">OPEN PROFILE</a></p> <p><b><u>Profile 2 (Global HR - Diversity &amp; Inclusion)</u></b> Degree in Business Administration, Communication or Marketing → <a href="#">OPEN PROFILE</a></p> <p><b><u>Profile 3 (Human Pharma Emerging Markets)</u></b> Degree in Business Administration, Pharmacy or Medicine → <a href="#">OPEN PROFILE</a></p> <p><b><u>Profile 4 (Human Pharma Market Access)</u></b> Degree in Business Administration, Health Economics, Public Health, Pharmacy or Medicine → <a href="#">OPEN PROFILE</a></p> <p><b><u>Profile 5 (Making More Health)</u></b> Degree in Business Administration, Economics, Social Sciences, Entrepreneurship → <a href="#">OPEN PROFILE</a></p> <p><b><u>Profile 6 (Information Technology)</u></b> Degree in Information Technology → <a href="#">OPEN PROFILE</a></p>
	Robert Bosch GmbH	<p><b><u>Profile 1 (Power Tools Sales)</u></b> Degree in Economics, Marketing, Sales, Business Development, Business Strategy → <a href="#">OPEN PROFILE</a></p> <p><b><u>Profile 2 (Power Tools Sales)</u></b> Degree in Economics, Marketing, Sales, Business Development, Business Strategy → <a href="#">OPEN PROFILE</a></p>



		<p><b><u>Profile 3 (Power Tools Sales)</u></b> Degree in Economics, Marketing, Sales, Business Development, Business Strategy → <a href="#">OPEN PROFILE</a></p> <p><b><u>Profile 4 (Automotive Aftermarkets)</u></b> Degree in Economics, Marketing, Sales, Business Development, Business Strategy or Technical Degree → <a href="#">OPEN PROFILE</a></p> <p><b><u>Profile 5 (CP)</u></b> Degree in .... → <a href="#">OPEN PROFILE</a></p>
	B. Braun Melsungen AG	<p><b><u>Profile 1 (Sales)</u></b> Degree in Pharmacy or Economics → <a href="#">OPEN PROFILE</a></p>
	Kärcher GmbH & Co. KG	<p>Degree in .... → <a href="#">OPEN PROFILE</a></p>
	Merck KGaA	<p><b><u>Profile 1 (Biopharma)</u></b> Degree in Pharmacy, Life Science, Biochemistry, Chemistry, Mathematics or Project Management → <a href="#">OPEN PROFILE</a></p> <p><b><u>Profile 2 (Biopharma GPS Operations)</u></b> Degree in Pharmacy, Life Science, Biochemistry, Chemistry, IT → <a href="#">OPEN PROFILE</a></p> <p><b><u>Profile 3 (Biopharma-Regions)</u></b> Degree in Pharmacy, Life Science, Biochemistry, Public Health → <a href="#">OPEN PROFILE</a></p> <p><b><u>Profile 4 (Biopharma GPS SBO)</u></b> Degree in Pharmacy, Life Science, Biochemistry, Chemistry or Project Management → <a href="#">OPEN PROFILE</a></p> <p><b><u>Profile 5 (Strategy and Transformation)</u></b> Degree in Economics, Business Administration → <a href="#">OPEN PROFILE</a></p>
	SAP SE	<p>Degree in ... → <a href="#">OPEN PROFILE</a></p>



	Siemens Healthineers GmbH	Degree in ... → <a href="#">OPEN PROFILE</a>
	ANDREAS STIHL AG & Co. KG	Degree in Engineering, Industrial Management → <a href="#">OPEN PROFILE</a>
	thyssenkrupp AG	Degree in Economics, Business Development, Marketing → <a href="#">OPEN PROFILE</a>
	Voith GmbH	Degree in Mechanical Engineering, Physics, Electrical Engineering → <a href="#">OPEN PROFILE</a>



## Part B – About AFRIKA KOMMT!

### B.1 Aims and structure of the programme

#### Business-driven capacity development

19 leading German enterprises founded the initiative AFRIKA KOMMT! in the year 2008 - the very first joint-initiative for capacity building by German industry. After the success of the first five programme intakes and the sixth AFRIKA KOMMT! intake still in process, the seventh AFRIKA KOMMT! intake will follow on seamlessly with the application phase starting **05 December 2017**.

#### Win-win situation: benefits for both sides

At the heart of the AFRIKA KOMMT! fellowship programme is an eight-months practical training in a leading German enterprise benefiting both, fellows and partner companies - a classic win-win situation:

The programme fellows benefit through

- ⇒ gaining first-hand practical experience in a leading German enterprise
- ⇒ being exposed to leadership concepts and management techniques in practice
- ⇒ becoming acquainted with working processes and business culture in German enterprises
- ⇒ extending their international management competencies
- ⇒ initiating networks of cooperation partners between Sub-Saharan Africa and German companies

The partner companies benefit through

- ⇒ establishing networks of cooperation and trust in promising future markets in Sub-Saharan Africa
- ⇒ extending their experience with the working and business culture in Sub-Saharan Africa
- ⇒ improving their knowledge about cultures, markets, countries etc. in Sub-Saharan Africa

After five completed programme years, a significant number of the participants now work in the branch office of their respective partner company in Africa.

#### Key elements of AFRIKA KOMMT!

Financed by the German partner companies, the capacity development programme AFRIKA KOMMT! consists of the following key components:

1. One-month individual German language preparation course
2. One-year stay in Germany comprising of:
  - ⇒ Two-months intensive German language course
  - ⇒ Eight-months internship in a German partner company
  - ⇒ Three one-week training modules on international management and leadership competencies
  - ⇒ One-week study tour in Germany on relevant subjects, e.g. “Digital Change”
  - ⇒ Weekend seminars on cultural and social subjects organised by the Robert Bosch Stiftung in Stuttgart and the ZEIT-Stiftung Ebelin und Gerd Bucerius in Hamburg
  - ⇒ Cultural weekend activities organised by GIZ
3. Transfer phase after the stay in Germany via GIZ’s online platform *Global Campus 21* and integration into the AFRIKA KOMMT! Alumni Network and its regional Alumni Clubs
4. Refresher course in Germany or Africa, approx. 6-12 months after the stay in Germany, offering the former fellows to extend their networks with other alumni and to mutually benefit from their experiences.



## B.2 Preliminary Programme Schedule 2018-2020

Programme	Date	Details
Application phase	05.12.2017 - 19.01.2018	Application phase of the 7 <sup>th</sup> intake.
Assessment Center	23.04.2018 - 03.05.2018	Assessment Center in Nairobi / Kenya
Final Selection	May 2018	Final selection of participants by the companies
Preparatory phase in Africa	May - July 2018	<ul style="list-style-type: none"> <li>• Invitation, visa and health check procedures</li> <li>• Parallel: Individual German language courses for selected candidates in their home countries</li> </ul>
Stay in Germany (01.08.2018 - 31.07.2019)	01.08.2018	Arrival in Germany (Bonn)
	02.08.2018 - 10.08.2018	Welcome and introduction (Bonn)
	August 2018	Kick-off meeting with companies (t.b.c.)
	13.08.2018 - 17.08.2018	International management training I
	20.08.2018 - 26.10.2018	<ul style="list-style-type: none"> <li>• Intensive German language course (Goethe Bonn)</li> <li>• Parallel: Visit at partner companies</li> <li>• Following: 1 week holiday and moving to company location</li> </ul>
	01.11.2018 - 30.06.2019	<ul style="list-style-type: none"> <li>• Internship in partner companies</li> <li>• Voluntary: German language course</li> </ul>
	End of December 2018	Approx. two weeks Christmas holidays (depends on partner company)
	Between January and July 2019	Official welcome at the German President's Office in Berlin (t.b.c.)
	February 2019	Mid-term programme evaluation
	04.03.2019 - 07.03.2019	International management training II
	08.03.2019 - 10.03.2019	Weekend seminar at Robert Bosch Stiftung GmbH (t.b.c.)
	15.07.2019 - 18.07.2019 19.07.2019 - 21.07.2019	<ul style="list-style-type: none"> <li>• International management training III</li> <li>• Weekend seminar at ZEIT-Stiftung Ebelin und Gerd Bucerius, Hamburg (t.b.c.)</li> </ul>
	22.07.2019 - 26.07.2019	<ul style="list-style-type: none"> <li>• Study tour (t.b.c.)</li> </ul>
End of programme	End of July 2019	<ul style="list-style-type: none"> <li>• Official farewell ceremony at the Federal Foreign Office (t.b.c.)</li> <li>• Return to home countries</li> </ul>
Further programme activities	Continuous	Offered by GIZ: <ul style="list-style-type: none"> <li>• Cultural activities</li> <li>• Alumni networks</li> <li>• Coaching</li> </ul>
Follow-Up in home countries	Continuous	Alumni networking activities
Refresher course	June/July 2020	<ul style="list-style-type: none"> <li>• Regional refresher course including international management training IV</li> <li>• Meeting with former programme participants (Alumni)</li> </ul>



## **B.3 Fellowship benefits – what the programme includes**

The AFRIKA KOMMT! fellowship programme includes:

### **Language course**

- ⇒ An individual German language course before departure to Germany
- ⇒ An intensive German language course in Germany including fees, accommodation and living allowance

### **Travelling expenses - Flights, Visa, etc.**

- ⇒ Visa for Germany for one year
- ⇒ Roundtrip airfare from your home town to Germany and back
- ⇒ Travel to refresher course and back
- ⇒ Programme-related travelling expenses in Germany

### **Monthly living allowance during the theoretical phase**

- ⇒ Monthly living allowance of € 750,- (August, September and October 2018; July 2019)
- ⇒ One-off relocation fee of € 1.000,- for settling back into the home countries
- ⇒ Monthly salary during the internship in the companies of approx. € 1.500,- gross

Important note:

The monthly allowance of € 750,- and the salary ensures an adequate standard of living in Germany. However, the amount is not sufficient to provide financial support for families or relatives and for this reason, they cannot accompany the fellow to Germany. Additionally, the participants have to make arrangements to ensure the subsistence of their families in their home countries during their participation in the programme.

### **Accommodation**

- ⇒ Accommodation during all stages of the programme in Germany (including internet allowance, electricity, water and other charges)

### **Insurance**

- ⇒ Health, accident and liability insurance

### **Trainings**

- ⇒ International management training courses
- ⇒ Study tour and weekend seminars in Germany

### **Alumni activities**

- ⇒ Refresher course in Germany or Africa, including management training
- ⇒ Alumni networking activities

### **Certificate**

AFRIKA KOMMT! is a practice-oriented fellowship programme. Fellows will receive two certificates. One official certificate upon successful completion of the programme with a detailed description of the specific contents and components of the training and one official certificate by the partner company upon successful completion of the internship.

In addition, fellows will receive a certificate by the Academy for International Cooperation of GIZ GmbH by successful completion of the professional training in the tool “International Competence Development Journal”.





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## Part C – Application Guide

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### C.1 Who can apply? Candidate requirements

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#### Formal eligibility requirements

Candidates need to fulfil the following formal eligibility requirements:

- University degree in a relevant subject (please see individual company profiles below)
- Postgraduate degree (e.g. MBA) is an advantage
- Two to five years of relevant work experience
- Excellent English language skills
- Basic knowledge of the German language is an advantage
- Not older than 35 years and physically fit
- Female candidates are welcome

#### Candidate profiles

The AFRIKA KOMMT! fellowship programme aims at highly qualified, self-driven young professionals and junior executives from Sub-Saharan Africa with several years of hands-on work experience, strong leadership qualities and a very high level of commitment and dedication.

Besides the specific technical expertise relevant to the partner company, the programme requires candidates to have the following set of general skills and attributes:

Language and communication skills:

- Excellent English skills
- Strong oral and written communication skills
- High willingness to learn German

Professional skills:

- High leadership potential
- Strong self-motivation and self-starter mentality
- High level of dedication, commitment and target-orientation
- Strong capacity for teamwork

Personal attributes:

- High level of enthusiasm, flexibility and resilience
- Outstanding intercultural competencies
- Ability to adapt to new environments quickly



## C.2 Four steps to apply for AFRIKA KOMMT!

**Recommendation:** Please apply as soon as possible and not at the very end of the application period as the expected high number of applications might cause technical delays.

### Four steps to apply

If you want to apply for the seventh AFRIKA KOMMT! intake from 2018-2020, please make sure you follow the four steps listed below:

- ⇒ Step 1: Check the general candidate requirements – do you fit the criteria?
- ⇒ Step 2: Check the available placements and required profiles of the seventh intake of AFRIKA KOMMT! 2018-2020 – Please remember you are applying for the programme in general, not for a specific placement.
- ⇒ Step 3: Visit [www.afrika-kommt.de](http://www.afrika-kommt.de) and fill in the application form in English.
- ⇒ Step 4: Submit your application **BEFORE 19.01.2018, 23.59h CET** – applications submitted after this date cannot be considered.

### Application submitted - what happens next?

You will be informed within approx. 8-12 weeks after the official end of the application period, if your application has been successful. If so, you will receive an invitation to a 2-days assessment center in Nairobi, Kenya, which will take place from 23.04.2018 - 03.05.2018.

The assessment center includes a number of tasks, group activities and presentations and serves as a basis for the final decision. The results of the assessment center will be communicated in May and June 2018 – successful candidates will then receive the invitation to Germany for one year!

### Leave of Absence

We recommend applicants to consider well in time how a one-year stay in Germany could be arranged with their current work situation. Candidates might want to ask their employers for a leave of absence, either before applying or before the assessment center.

**Closing date for the application period: 19.01.2018, 23:59h CET**

## C.3 After the programme

After the one-year stay in Germany, all candidates have to return to their home countries. Alumni activities will continue and allow former fellows to extend their networks with other alumni and to mutually benefit from their experiences on an on-going basis.

In case a company is interested in extending the cooperation with a candidate beyond the one-year stay in Germany, this has to be arranged bilaterally between the company and the candidate.

**Thank you very much for applying!**