



AFRIKA KOMMT! FELLOWSHIP PROGRAMME 2020 - 2022

An Initiative of German Industry for Future Leaders
from Africa

9th Intake

ANNOUNCEMENT

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Partner Companies



Cooperation Partners



AFRIKA KOMMT! receives valuable contributions from the German Federal Foreign Office and the German Embassies in 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! 2020-2022




The following fellowship placements are available as part of AFRIKA KOMMT! 2020-2022. The second 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.



Please read the 39 profiles carefully. They specify the available fellowship placements and the required background.

Company	Placement & Required Background
Bayer AG 	<p><u>Profile 1 (Bayer AG/Bayer Pharmaceuticals)</u> Degree in economics, marketing, sales, business development or similar or natural sciences → OPEN PROFILE</p>
Boehringer Ingelheim GmbH 	<p><u>Profile 1 (Making More Health)</u> Degree in Business Administration, Economics, Social Sciences or similar → OPEN PROFILE</p> <p><u>Profile 2 (Global Diversity and Inclusion)</u> Degree in Communication, Marketing or similar → OPEN PROFILE</p> <p><u>Profile 3+4 (Information Technology)</u> Degree in Computer Science or Information Systems → OPEN PROFILE</p> <p><u>Profile 5 (Process Management)</u> Degree in Computer Science, Business Economics or similar → OPEN PROFILE</p> <p><u>Profile 6 (...)</u> Profile will follow soon</p> <p><u>Profile 7 (...)</u></p>





<p>Boehringer Ingelheim GmbH</p> 	<p>Profile will follow soon</p>
<p>Robert Bosch GmbH</p> 	<p><u>Profile 1 (Power Tools Angola)</u> Degree in economics, management, digital marketing, business development or similar → OPEN PROFILE</p> <p><u>Profile 2 (Power Tools Morocco/Tunesia)</u> Degree in economics, management, digital marketing, business development or similar → OPEN PROFILE</p> <p><u>Profile 3 (Power Tools South Africa)</u> Degree in economics, management, digital marketing, business development or similar → OPEN PROFILE</p> <p><u>Profile 4 (...)</u> Profile will follow soon</p> <p><u>Profile 5 (...)</u> Profile will follow soon</p>
<p>B. Braun Melsungen AG</p> 	<p><u>Profile 1 (Sales Region MEA)</u> Degree in economics, specialization in marketing and sales → OPEN PROFILE</p> <p><u>Profile 2 (Global Process Engineering)</u> Degree in engineering, specializing in mechanical engineering, mechatronics, pharmaceutical process engineering or similar. → OPEN PROFILE</p> <p><u>Profile 3 (Digital Innovation / Business Process Management)</u> Degree in Science or Economics with a strong focus on information technology → OPEN PROFILE</p>





<p>Alfred Kärcher SE & Co.KG</p> 	<p><u>Profile 1 (Sales Export Africa)</u> Relevant Degree/Diploma Sales and Marketing Technical background is an advantage → OPEN PROFILE</p>
<p>Merck KGaA</p> 	<p><u>Profile 1 (Innovation Center)</u> Degree in Natural or Social Science or Medical/Health studies → OPEN PROFILE</p> <p><u>Profile 2 (Global Patient Safety QPPV)</u> Degree in Medicine or Life Science → OPEN PROFILE</p> <p><u>Profile 3 (Global Patient Safety Strategy)</u> Degree in Medicine or Life Science → OPEN PROFILE</p> <p><u>Profile 4 (Life Science Emerging Growth Markets)</u> Degree in Chemistry or Pharmacy → OPEN PROFILE</p> <p><u>Profile 5 (Healthcare DDTech & Merck Global Health Insitute)</u> Degree in Biology, Pharmacy, Biochemistry or similar → OPEN PROFILE</p> <p><u>Profile 6 (Healthcare CMC Project Management)</u> Degree in Pharmacy, Life Science, Biochemistry, Chemistry or Project Management → OPEN PROFILE</p> <p><u>Profile 7 (Performance Materials)</u> Degree in Chemical or Process Engineering → OPEN PROFILE</p> <p><u>Profile 8 (Life Science Quality Control)</u> Degree in Life Science, Biochemistry → OPEN PROFILE</p> <p><u>Profile 9 (Healthcare Strategic Operations)</u> Degree in Pharmacy, Biology or Business Administration → OPEN PROFILE</p> <p><u>Profile 10 (Healthcare R&D Quality)</u></p>



<p>Merck KGaA</p> 	<p>Degree in Natural Sciences, Medicine, Pharmacology, Pharmacy or IT → OPEN PROFILE</p> <p><u>Profile 11 (Medical Affairs Digital)</u> Degree in Pharmacy, Life Science, Bioinformaticy, Chemistry, Medicine → OPEN PROFILE</p> <p><u>Profile 12 (Biopharma R&D Integrated Planning and Analytics)</u> Degree in Pharmacy, Life Science, Biochemistry, Chemistry, Mathematics or Project Management → OPEN PROFILE</p> <p><u>Profile 13 (Healthcare Global Business Franchise Neurology & Immunology)</u> Degree in Neurology, Natural Science, Business → OPEN PROFILE</p>
<p>SAP SE</p> 	<p><u>Profile 1 (Human Resources Learning, Leadership, Talent & Organizational Development)</u> Degree in Human Resources, (Organizational) Psychology or related field and or equivalent experience → OPEN PROFILE</p> <p><u>Profile 2 (SAP S/4HANA Source to Pay & Order to Cash: Software Development)</u> Bachelor's or Master's degree in Computer Science or related fields. → OPEN PROFILE</p> <p><u>Profile 3 (SAP S/4HANA Source to Pay & Order to Cash: Program Management)</u> Degree in Business Administration, Computer Science or related fields → OPEN PROFILE</p> <p><u>Profile 4 (SAP Knowledge and Education/ Business Operations)</u> Degree in Information Technology, Business Administration or related fields → OPEN PROFILE</p> <p><u>Profile 5 (Industry & Cross Development Central Security Team)</u></p>



<p>SAP SE</p> 	<p>Degree in Sciences (computer, security, natural, technical) or equivalent work experience → OPEN PROFILE</p> <p><u>Profile 6 (Business Development for Agribusiness and Smallholder Farming)</u> Degree in Business Administration or Information Technology → OPEN PROFILE</p> <p><u>Profile 7 (Digital Logistics Solution Management)</u> Degree or higher in Business Administration, Computer Science or equivalent field of study → OPEN PROFILE</p> <p><u>Profile 8 (Digital Business Services COE EMEA)</u> Degree in computer science, business information technology, mathematics, physics, engineering or equivalent → OPEN PROFILE</p>
<p>Voith Hydro</p> 	<p><u>Profile 1 (Technical Sales / Engineering)</u> Africa Sale → OPEN PROFILE</p>



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 2008 - the very first joint-initiative for capacity building by the German industry. After the success of the first seven programme intakes and the eighth AFRIKA KOMMT! intake still in process, the application phase starting **25 November 2019** of the ninth AFRIKA KOMMT! intake will follow on seamlessly

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 Africa and German companies

The partner companies benefit through

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

After seven completed programme years, a significant number of the participants now work in the branch office of their respective partner company in Africa. Others have opened their own businesses, work for multinational companies or international organisations.

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 GmbH 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 with 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 benefit mutually from their experiences.



B.2 Preliminary Programme Schedule 2020-2022

Programme	Date	Details
Application phase	25.11.2019 - 10.01.2020	Application phase of the 9 th intake
Pre-Selection	20.01. - 14.02.2020	<ul style="list-style-type: none"> Companies conduct individual telephone interviews Companies select up to four candidates and one backup for the AC's
Assessment Center	23.03. - 03.04.2020	Assessment Center in Nairobi / Kenya
Final Selection	30.04.2020	Final selection of participants by the companies
Preparatory phase in Africa	04.05. - 31.07.2020	Invitation, visa and health check procedures
Stay in Germany		Individual German language courses for the selected candidates in their home countries
	03.08.2020	Arrival in Germany, Bonn
	04. - 14.08.2020	Welcome and introduction, Bonn
	17. - 21.08.2020	International management training I (IMT I), Bonn
	24.08. - 23.10.2020	Intensive German language course, Bonn <ul style="list-style-type: none"> Parallel: Visit at partner companies
	02.11.2020 - 30.06.2021	Internship in partner companies <ul style="list-style-type: none"> Voluntary: German language course
	End of December 2020	approx. two weeks Christmas holiday (exact dates are determined by the partnering companies)
	February 2021	Mid-term programme evaluation
	01. - 05.03.2021	International management training II (IMT II), Eschborn
	06. - 07.03.2021	Weekend seminar at Robert Bosch GmbH, Stuttgart (t.b.c.)
	01. - 02.07.2021	Preparation of departure to Berlin
	05. - 09.07.2021	International management training III (IMT III) incl. final evaluation of the programme, Berlin
	12. - 16.07.2021	Study Tour, Berlin
	19. - 21.07.2021	Seminar at ZEIT-Stiftung Ebelin und Gerd Bucerius, Hamburg (t.b.c.)
	July 2021	<ul style="list-style-type: none"> Official reception at the German President's Office (t.b.c.) Official farewell ceremony at the Federal Foreign Office (t.b.c.) Return to home countries
Further programme activities	Continuous	Offered by GIZ: <ul style="list-style-type: none"> Cultural activities Coaching
Follow-up in home countries	Continuous	Alumni networking activities
Refresher course	May / June 2022	One week refresher course



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 2020; July 2021)
- ⇒ 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”.

Part C – Application Guide

C.1 Who can apply? Candidate requirements

Formal eligibility requirements

Candidates need to fulfil the following formal eligibility requirements:

- Citizen of a country in Africa
- University degree in a relevant subject (please see individual company profiles)
- 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 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 eighth AFRIKA KOMMT! intake from 2020-2022, 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 ninth intake of AFRIKA KOMMT! 2020-2022 – Please remember you are applying for the programme in general, not for a specific placement.
- ⇒ Step 3: Visit <https://www.afrika-kommt.de/> and fill in the application form in English.
- ⇒ Step 4: Submit your application **BEFORE 10.01.2020, 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 between 23.03. - 03.04.2020.

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 April and May 2020 – successful candidates will then receive the invitation to Germany for one year!

Leave of Absence

We recommend applicants to consider in advance if a one-year stay in Germany can 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: 10.01.2020, 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 to benefit mutually 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!