



# **AFRIKA KOMMT! FELLOWSHIP PROGRAM 2016 - 2018**

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

## **6. Intake**

# **ANNOUNCEMENT**

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## Partner Companies / Foundation



Robert Bosch Stiftung



## 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 program is supported by the Federal President of Germany Joachim Gauck.

AFRIKA KOMMT! is implemented and coordinated by:





## Part A – About AFRIKA KOMMT!

### A.1 Aims and structure of the program

#### 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 program cycles, the sixth AFRIKA KOMMT! intake will follow on seamlessly with the application phase starting **12 December 2016**.

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

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

The program 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 four completed program 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 program AFRIKA KOMMT! is conducted in German and consists of the following key components:

1. One-month home-based intensive German language preparation course
2. One-year stay in Germany comprising of:
  - ⇒ Three-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. “Regional Economic Development”
  - ⇒ 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. Six-months transfer phase after the stay in Germany via GIZ’s online platform *Global Campus 21*
4. Refresher course in 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.



## A.2 Preliminary Program Schedule 2016-2018

Program	Date	Details
Application phase	12.12.2016 - 03.02.2017	Application phase of the 6 <sup>th</sup> intake.
Assessment Center	24.04.2017 - 05.05.2017	Assessment Center in Nairobi / Kenya
Final Selection	May 2017	Final selection of participants by the companies
Preparatory phase in Africa	May - July 2017	<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 (01.08.2017 - 31.07.2018)	01.08.2017	Arrival in Germany (Bonn)
	02.08.2017 - 10.08.2017	Welcome and introduction (Bonn)
	11.08.2017	Kick-off meeting with companies (t.b.c.)
	14.08.2017 - 18.08.2017	International management training I
	21.08.2017 - 20.10.2017	<ul style="list-style-type: none"> <li>• Intensive German language course (Goethe Bonn)</li> <li>• Parallel: Visit at partner companies</li> </ul>
	23.10.2017 - 27.10.2017	1 week holidays and time to move to companies' cities
	01.11.2017 - 29.06.2018	<ul style="list-style-type: none"> <li>• Internship in partner companies</li> <li>• Voluntary: German language course</li> </ul>
	18. - 29.12.2017	Two weeks Christmas holidays
	Between January and July 2018	Official welcome at the German President's Office in Berlin (t.b.c.)
	February 2018	Mid-term program evaluation
	05.03.2018 - 08.03.2018	International management training II
	09.03.2018 - 11.03.2018	Weekend seminar at Robert-Bosch-Stiftung GmbH (t.b.c.)
	16.07.2018 - 19.07.2018 20.07.2018 - 22.07.2018	<ul style="list-style-type: none"> <li>• Study tour (t.b.c.)</li> <li>• Weekend seminar at ZEIT-Stiftung Ebelin und Gerd Bucerius, Hamburg (t.b.c.)</li> </ul>
23.07.2018 - 27.07.2018		
End of program	End of July 2018	<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 program 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	January 2019	<ul style="list-style-type: none"> <li>• Regional refresher course including international management training IV</li> <li>• Meeting with former program participants (Alumni)</li> </ul>



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## A.3 Fellowship benefits – what the program includes

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The AFRIKA KOMMT! fellowship program includes:

### Language course

- ⇒ An individual German language course before departure to Germany
- ⇒ An intensive German language course in Germany of three months 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
- ⇒ Program-related travelling expenses in Germany

### Monthly living allowance during the theoretical phase

- ⇒ Monthly living allowance of € 750,- (August, September and October 2017; July 2018)
- ⇒ 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 program.

### Accommodation

- ⇒ Accommodation during all stages of the program 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 Africa, including management training
- ⇒ Alumni networking activities

### Certificate

AFRIKA KOMMT! is a practice-oriented fellowship program. Fellows will receive two certificates. One official certificate by the Academy for International Cooperation of GIZ GmbH upon successful completion of the program 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.



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## Part B – Application Guide

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### B.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 program 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 program 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






## B.2 Placements and Profiles of AFRIKA KOMMT! 2016-2018

The following fellowship placements are available as part of AFRIKA KOMMT! 2016-2018. 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 program 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 & Co. KG	<p><b><u>Profile 1</u></b> Profile will follow soon.</p> <p><b><u>Profile 2</u></b> Profile will follow soon.</p>
	Robert Bosch GmbH	<p><b><u>Profile 1 (Robert Bosch AA)</u></b> Profile will follow soon.</p> <p><b><u>Profile 2 (Robert Bosch PT Sales)</u></b> Degree in Economics, Marketing, Sales, Business Development, Business Strategy or Technical Degree → <a href="#">OPEN PROFILE</a></p> <p><b><u>Profile 3 (Robert Bosch PT Sales)</u></b> Degree in Economics, Marketing, Sales, Business Development, Business Strategy or Technical Degree → <a href="#">OPEN PROFILE</a></p> <p><b><u>Profile 4 (Robert Bosch PT Sales)</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 (Robert Bosch TT)</u></b> Profile will follow soon.</p>
Robert Bosch Stiftung	Robert Bosch Stiftung GmbH	<p>Degree in Humanities, Social Sciences or Economic Sciences → <a href="#">OPEN PROFILE</a></p>
	B. Braun Melsungen AG	<p><b><u>Profile 1</u></b> Profile will follow soon.</p> <p><b><u>Profile 2</u></b> Profile will follow soon.</p>



	<p>Continental AG</p>	<p><b><u>Profile 1 (Finance)</u></b> Degree in Business Administration with major in Finance and Controlling → <a href="#">OPEN PROFILE</a></p> <p><b><u>Profile 2 (Operations)</u></b> Degree in Business Administration, Commerce, Logistics → <a href="#">OPEN PROFILE</a></p>
	<p>Merck KGaA</p>	<p><b><u>Profile 1 (Finance and Accounting)</u></b> Degree in Business Administration or Economics → <a href="#">OPEN PROFILE</a></p> <p><b><u>Profile 2 (Innovation Center)</u></b> Degree in Natural Sciences or Engineering → <a href="#">OPEN PROFILE</a></p> <p><b><u>Profile 3 (Information Services)</u></b> Degree in Information Technology, Economics, Business Administration → <a href="#">OPEN PROFILE</a></p> <p><b><u>Profile 4 (Performance Materials)</u></b> Degree in Chemistry, Chemical Engineering, Pharmacy → <a href="#">OPEN PROFILE</a></p> <p><b><u>Profile 5 (Life Science Distribution)</u></b> Degree in Business Administration, Supply Chain Management, Logistics → <a href="#">OPEN PROFILE</a></p> <p><b><u>Profile 6 (Life Science Commercial)</u></b> Degree in Chemistry, Biochemistry or Pharmacy → <a href="#">OPEN PROFILE</a></p> <p><b><u>Profile 7 (Biopharma, Global Drug Safety - Operations)</u></b> Degree in Pharmacy/Life Science/Biochemistry/Chemistry → <a href="#">OPEN PROFILE</a></p> <p><b><u>Profile 8 (Biopharma, Global Drug Safety - Regions)</u></b> Degree in Pharmacy/Life Science/Biochemistry/Chemistry → <a href="#">OPEN PROFILE</a></p> <p><b><u>Profile 9 (Biopharma, Global Drug Safety - Strategy and Business Operations)</u></b> Degree in Pharmacy/Life Science/Biochemistry/Chemistry → <a href="#">OPEN PROFILE</a></p>
	<p>SAP SE</p>	<p>Profile will follow soon.</p>





	<p>ANDREAS STIHL AG &amp; Co. KG</p>	<p>Degree in Economics / Business Administration → <a href="#">OPEN PROFILE</a></p>
	<p>thyssenkrupp AG</p>	<p>Degree in Economics, Business Development, Marketing, Business Strategy → <a href="#">OPEN PROFILE</a></p>
	<p>Volkswagen AG</p>	<p>Degree in Economics, Engineering, Sales and Marketing → <a href="#">OPEN PROFILE</a></p>



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## **B.3 Four steps to apply for AFRIKA KOMMT!**

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**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.**

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### **Four steps to apply**

If you want to apply for the sixth AFRIKA KOMMT! intake from 2016-2018, 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 sixth intake of AFRIKA KOMMT! 2016-2018 – Please remember you are applying for the program 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
- ⇒ Step 4: Submit your application **BEFORE 03.02.2017, 23.59h CET** – applications submitted after this date cannot be considered

### **Application submitted - what happens next?**

Once you have applied within the application period, you will be informed within approx. 8 weeks if your application has been successful. If so, you will receive an invitation to a 2-day assessment center in Nairobi, Kenya, which will take place from 24.04.2017- 05.05.2017.

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 2017 – 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.

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**Closing date for the application period: 03.02.2017, 23:59h CET**

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## **B.4 After the program**

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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!**