



AFRIKA KOMMT! 2026-2028

An Initiative of German Industry for Future Leaders from Africa

Overall remarks: AFRIKA KOMMT! is a [fellowship position](#) in Germany in which, alongside making meaningful contributions, the primary focus is on your professional development and learning.

Fellowship Profile:

Fellow in Human Resources Business Partnering & Talent Management (m/f/d)

Company: ID: AK15_BI_02	Boehringer Ingelheim Pharma GmbH & Co. KG / Group Functions / Human Resources GF	
Education:	Bachelor's degree in Business Administration, Human Resource Management, Psychology, Law or similar field.	
Professional Experience:	Compulsory: - At least 2 years of professional experience in HR, ideally in a generalist role or in the area of talent management or HR analytics (e.g. HR-Manager; Business Economist; Psychologist; Lawyer; Business Admin) Desirable: - Initial industry experience	
Maximum years' experience needed:	Graduate / work experience 2 – 5y ☒	Or other:
Additional Qualifications	Compulsory - Sincere interest in people-related topics - Basic German language skills (A1) are an advantage; strong motivation and willingness to develop German language skills during the fellowship is expected. - MS Office (Outlook, Excel, Powerpoint, Word) - Digital and analytic skills - Being conscious of handling sensitive person-related data confidentially - Collaborative team spirit Desirable: - Basic knowledge of topics along the employee life cycle	
Country Focus:	All African nationalities	
Division / Location / Department:	Group Functions / Human Resources / HR Business Partner Group Functions Ingelheim	
Planned Tasks & Activities:	You will be responsible for: - Assisting experienced HR Business Partners in their daily activities and interactions with business leaders and employees - Supporting the operational implementation of key HR processes - Conducting people-related data analytics, using dashboards and reporting tools. Extract and visualize data from HR dashboards and prepare concise HRBP briefings - Preparing presentations for executive committees and leadership team meetings - Contributing to the planning and conceptualisation of workshops and events - Engaging in change and/or culture initiatives - Prepare Talent Discussion Sessions, follow up on actions and document progress - Contributing to HR-related projects across disciplines	
Remarks:		

