AFRIKA KOMMT! 2026-2028
An Initiative of German Industry for Future Leaders from Africa

Overall remarks: AFRIKA KOMMT! is a <u>fellowship position</u> in Germany in which, alongside making meaningful contributions, the primary focus is on your professional development and learning.

Fellowship Profile:

Fellow in HR Governance, Projects & Analytics (m/f/d)

Company: ID: AK15_BI_05	Boehringer Ingelheim Pharma GmbH & Co. KG / Group Functions / Human Resources	Boehringer Ingelheim

Education:	Bachelor's degree in Mathematics, Informatics, Human Resource Management, or similar field.

Professional Experience:	**Compulsory:** • At least 2 years of professional experience in data analytics, ideally in HR or other business functions (e.g. finance, clinical statistics) **Desirable:** • Initial industry experience

Maximum years' experience needed:	Graduate / work experience 2 – 5y	Or other:
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Additional Qualifications	**Compulsory** • Advanced programming skills ideally Phyton (or similar) • High expertise in Power BI • Basic (i.e. A1) language skills of German, ideally spoken and written A basic German language level (A1) can be achieved through the 3-month intensive language course at the beginning of the fellowship. • High digital, database and analytic skills • Sincere interest in people-related topics • Being conscious of handling sensitive person-related data confidentially • MS Office 365 (Teams, Sharepoint, Outlook, Excel, Powerpoint) • Collaborative team spirit **Desirable**: • Basic knowledge of topics along the employee life cycle and HR KPI measures

Country Focus:	All African nationalities

Division / Location / Department:	Human Pharma / HR Germany / HR Governance, Projects & Analytics Ingelheim, Rheinland-Pfalz

Planned Tasks & Activities:	You will be responsible for: • Assisting Senior Manager People Analytics in specific analytics topics • Supporting the implementation of new HR Analytics soliutions (e.g. dashboards) • Conducting people-related data analytics, using dashboards and reporting tools. • Contributing to the planning and conceptualisation of analytics solution for the local Centers of Expertise (e.g. Compensation, Benefits, Talent Management) • Support the HR Project Management Office (PMO) on the Project Portfolio Management and status reporting • Contributing to HR-related projects across disciplines
Remarks:	