



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 IU & Talent Management (m/f/d)

Company: ID: AK15_BI_07	Boehringer Ingelheim Pharma GmbH & Co. KG / Group Functions / Human Resources IU	 Boehringer Ingelheim
Education:	Bachelor's degree in Business Administration, Human Resource Management, Psychology, Law or similar field.	
Professional Experience:	Compulsory: <ul style="list-style-type: none"> 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: <ul style="list-style-type: none"> Initial industry experience 	
Maximum years' experience needed:	Graduate / work experience 2 – 5y	Or other:
Additional Qualifications	Compulsory <ul style="list-style-type: none"> 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: <ul style="list-style-type: none"> Basic knowledge of topics along the employee life cycle 	
Country Focus:	All African nationalities	
Division / Location / Department:	Group Functions / Human Resources / HR Business Partner Innovation Unit Biberach, Baden-Württemberg (Southern Germany)	
Planned Tasks & Activities:	You will be responsible for: <ul style="list-style-type: none"> 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:		

