



AFRIKA KOMMT! FELLOWSHIP PROGRAMME 2019 - 2021

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

8. Intake

ANNOUNCEMENT

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Partner Companies



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Cooperation Partners



AFRIKA KOMMT! receives valuable contributions from the German Federal Foreign Office and the German Embassies in Sub-Saharan 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! 2019-2021

The following fellowship placements are available as part of AFRIKA KOMMT! 2019-2021. 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 41 profiles carefully. They specify the available fellowship placements and the required background.

| Company | Placement & Required Background |
|--|--|
| <p>Boehringer Ingelheim GmbH</p>  | <p><u>Profile 1 (HR Diversity and Inclusion)</u> Degree in Business Administration, Communication, Marketing → OPEN PROFILE</p> <p><u>Profile 2 (Human Pharma Emerging Markets)</u> Degree in Business Administration, Pharmacy, Medicine → OPEN PROFILE</p> <p><u>Profile 3 (Making More Health)</u> Degree in Business Administration, Economics, Social Sciences → OPEN PROFILE</p> <p><u>Profile 4 (Strategy and Development)</u> Degree in Business Administration, Natural Sciences, Pharmacy, Medicine → OPEN PROFILE</p> <p><u>Profile 5 (Biopharma/Marketing)</u> Degree in Biotechnology, Biology, Chemistry, Pharmacy or Business Administration → OPEN PROFILE</p> <p><u>Profile 6 (Information Technology)</u> Degree in Computer Science or Information Systems → OPEN PROFILE</p> |



| | |
|--|--|
| <p>Robert Bosch GmbH</p>  | <p><u>Profile 1 (Power Tools Angola)</u> Degree in Economics, Sales, Business Development or Technical Degree → OPEN PROFILE</p> <p><u>Profile 2 (Power Tools Ivory Coast)</u> Degree in Economics, Sales, Business Development or Technical Degree → OPEN PROFILE</p> <p><u>Profile 3 (Power Tools South Africa/Tanzania)</u> Degree in Economics, Sales, Business Development or Technical Degree → OPEN PROFILE</p> <p><u>Profile 4 (Automotive Aftermarket)</u> Degree in Economics, Marketing, Sales, Business Development or Technical Degree → OPEN PROFILE</p> <p><u>Profile 5 (Rexroth Sales/Business Development)</u> Degree in Mechanical Engineering, Mechatronics, Electrical Engineering → OPEN PROFILE</p> |
| <p>B. Braun Melsungen AG</p>  | <p><u>Profile 1 (Start-Up/Innovation)</u> Degree in Economics, Business Development, Information Technology → OPEN PROFILE</p> |
| <p>K+S Kali GmbH</p>  | <p><u>Profile 1 (Business Development/Finance)</u> Degree in Economics, Finance, Business Development, Sales, Marketing → OPEN PROFILE</p> |
| <p>Merck KGaA</p>  | <p><u>Profile 1 (LS Research and Applied Businesses)</u> Degree in Chemistry, Pharmacy, Biochemistry → OPEN PROFILE</p> <p><u>Profile 2 (LS Process Solutions/Commercial)</u> Degree in Engineering Chemistry, Biochemistry, Pharmacy → OPEN PROFILE</p> <p><u>Profile 3 (R&D, IP, Analytics&Partnering 1)</u> Degree in Pharmacy, Life Science, Biochemistry, Chemistry, Mathematics, Project Management → OPEN PROFILE</p> <p><u>Profile 4 (R&D, Medicinal Chemistry)</u> PhD in Organic Chemistry → OPEN PROFILE</p> |



Profile 5 (R&D, Drug Discovery, Protein Crystall.)

Degree in Pharmacy, Life Science, Biochemistry, Chemistry

→ [OPEN PROFILE](#)

Profile 6 (R&D, Discovery Techn., NGS Data)

Degree in Bioinformatics, Mathematics, Physics, Computational Science, Systems Biology

→ [OPEN PROFILE](#)

Profile 7 (R&D Analytical Development)

Degree in Pharmacy, Chemistry, Biochemistry

→ [OPEN PROFILE](#)

Profile 8 (R&D Cellular Pharmacology)

PhD in Biology, Biochemistry, Molecular Biology, Chemistry

→ [OPEN PROFILE](#)

Profile 9 (R&D Molecular Pharmacology)

PhD in Biology, Biochemistry, Molecular Biology, Chemistry

→ [OPEN PROFILE](#)

Profile 10 (R&D, CPD, CMC Project)

Degree in Pharmacy, Life Science, Biochemistry, Chemistry, Project Management

→ [OPEN PROFILE](#)

Profile 11 (R&D, CPD, Drug Product Development)

Degree in Pharmacy, Life Science, Chemistry, Mathematics

→ [OPEN PROFILE](#)

Profile 12 (R&D, Global Medical Affairs, Oncology)

Degree in Medicine, Pharmacy, Biology

→ [OPEN PROFILE](#)

Profile 13 (Regional Medical Affairs)

Degree in Pharmacy

→ [OPEN PROFILE](#)

Profile 14 (Global Patient Safety Strategy)

Degree in Pharmacy, Life Science, Biochemistry, Chemistry, Quality or Project Management

→ [OPEN PROFILE](#)

Profile 15 (Global Patient Safety Regions)

Degree in Pharmacy, Life Science, Biochemistry, Chemistry, Public Health

→ [OPEN PROFILE](#)

Profile 16 (Merck Group Functions, Corporate Affairs)

Degree in Pharmacy, Life Science, Biochemistry, Chemistry, Medicine

→ [OPEN PROFILE](#)



| | |
|--|---|
| <p>SAP SE</p>  | <p><u>Profile 1 (ECS Application and Technology)</u> Degree in Computer Science, Economics → OPEN PROFILE</p> <p><u>Profile 2 (Energy and Natural Resources)</u> Degree in Information Technology, Business Administration, Accounting, Engineering, Natural Sciences → OPEN PROFILE</p> <p><u>Profile 3 (Success Factors Product Management)</u> Degree in Information Technology, Business Administration, Human Resources, Engineering, Natural Sciences → OPEN PROFILE</p> <p><u>Profile 4 (Global Ombuds Office)</u> Degree in Human Resources, Psychology → OPEN PROFILE</p> <p><u>Profile 5 (Operations)</u> Degree in Business Administration → OPEN PROFILE</p> |
| <p>Siemens Healthineers GmbH</p>  | <p><u>Profile 1 (Business Development/Sales)</u> Degree in Economics, Marketing, Sales, Business Development or Technical Degree → OPEN PROFILE</p> |
| <p>ANDREAS STIHL AG & Co. KG</p>  | <p><u>Profile 1 (Agriculture/Marketing)</u> Degree in Marketing, Business Management, Agriculture → OPEN PROFILE</p> |
| <p>Volkswagen AG</p>  | <p><u>Profile 1 (Sales and Marketing)</u> Degree in Economics, Sales, Marketing → OPEN PROFILE</p> <p><u>Profile 2 (...)</u> Profile will follow soon → OPEN PROFILE</p> |
| <p>WILO SE</p>  | <p><u>Profile 1 (Business Development/Sales)</u> Degree in Economics, Management, Marketing, Sales or technical degree → 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 the year 2008 - the very first joint-initiative for capacity building by German industry. After the success of the first six programme intakes and the seventh AFRIKA KOMMT! intake still in process, the eighth AFRIKA KOMMT! intake will follow on seamlessly with the application phase starting **27 November 2018**.

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 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 six completed programme 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 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 Stiftung 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 mutually benefit from their experiences.



B.2 Preliminary Programme Schedule 2019-2021

| Programme | Date | Details |
|------------------------------|---|---|
| Application phase | 27.11.2018 - 11.01.2019 | Application phase of the 8 th intake |
| Pre-Selection | 21.01. - 22.02.2019 | <ul style="list-style-type: none"> • Companies conduct individual telephone interviews • Companies select candidates for the AC's |
| Assessment Center | 01.04. - 18.04.2019 | Assessment Center in Nairobi / Kenya |
| Final Selection | Until 15.05.2019 | Final selection of participants by the companies |
| Preparatory phase in Africa | 16.05. - 31.07.2019 | <ul style="list-style-type: none"> • Invitation, visa and health check procedures • Parallel: Individual German language courses for selected candidates in their home countries |
| Stay in Germany | 01.08.2019 | Arrival in Germany (Bonn) |
| | 05. - 09.08.2019 | Welcome and introduction (Bonn) |
| | 12. - 16.08.2019 | International management training I |
| | | Kick-off meeting (t.b.c.) |
| | 19.08. - 25.10.2019 | <ul style="list-style-type: none"> • Intensive German language course (Bonn) • Visit at partner companies |
| | 01.11.2019 - 30.06.2020 | <ul style="list-style-type: none"> • Internship in partner companies • Voluntary: German language course |
| | End of December 2019 | Approx. two weeks Christmas holiday (depends on partner company) |
| | February 2020 | Mid-term programme evaluation |
| | 02. - 05.03.2020 | International management training II |
| | 06. - 07.03.2020 | Weekend seminar at Robert Bosch Stiftung GmbH (t.b.c.) |
| | 01. - 03.07.2020 | Individual preparation of departure |
| | 06. - 10.07.2020 | International management training III |
| | 13. - 17.07.2020 | Study tour |
| 20. - 22.07.2020 | Seminar at ZEIT-Stiftung Ebelin und Gerd Bucerius, Hamburg (t.b.c.) | |
| End of programme | July 2020 | <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 2021 | <ul style="list-style-type: none"> • Refresher course including international management training IV • Meeting with Alumni of former intakes |



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 2019; July 2020)
- ⇒ 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:

- 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 programme 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 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 2019-2021, 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 seventh intake of AFRIKA KOMMT! 2019-2021 – 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 11.01.2019, 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 from 01.04.2019 - 18.04.2019.

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 2019 – 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.

Closing date for the application period: 11.01.2019, 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 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!