



AFRIKA KOMMT! FELLOWSHIP PROGRAM 2014 - 2016

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

4. Intake

APPLICATION GUIDE

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Partner Companies



Supporting Partners



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!” (“Africa is coming!”) in the year 2008 - the very first joint-initiative for capacity building by German industry. After the success of the first three program cycles, the fourth „Afrika kommt!“ intake will follow on seamlessly with the application phase starting **15 June 2014**.

Win-win situation: benefits for both sides

At the heart of the Afrika kommt! fellowship program is a nine-month 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 three program years a significant number of the participants now work in the branch office of their respective partner company in Africa.

Key elements of the 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-week preparatory group session in a selected African country
3. One-year stay in Germany comprising of:
 - ⇒ Three-months intensive German language course
 - ⇒ Nine-months practical training 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 in Hamburg
 - ⇒ Cultural weekend activities organised by GIZ
4. Six-months transfer phase after the stay in Germany via GIZ’s online platform *Global Campus 21*
5. 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 2014-2016

Program	Date	Details
Programme announcement	15.06.2014	Start of application phase
Application phase	15.06.2014 – 07.09.2014	Online application on www.afrika-kommt.de
Assessment centre in Africa	November 2014	Final selection of program participants
Preparatory phase in Africa	November 2014 – February 2015	<ul style="list-style-type: none"> • Invitation, visa and health check procedures • Parallel: German language course for selected candidates and online-course for back-up candidates • One-week preparatory group session in a selected African country
Stay in Germany	March – May 2015	<ul style="list-style-type: none"> • Arrival in Germany • Welcome and introduction; Kick-off meeting with companies • Official welcome at the German President's Office • Intensive German language course • Visit at partner companies • International management training I with networking session at the Federal Foreign Office • One week holidays and time to move to companies' cities
	June – August 2015	Practical training period I in partner companies <ul style="list-style-type: none"> • Weekend seminar at Robert-Bosch-Stiftung • Voluntary: Part-time German course (e.g. evenings)
		<ul style="list-style-type: none"> • International management training II • Seminar for mid-term program evaluation • Study tour
	September 15 – mid-February 2016	Practical training period II in partner companies <ul style="list-style-type: none"> • Weekend seminar at ZEIT-Stiftung • Two weeks Christmas holidays • Voluntary: Part-time German course (e.g. evenings)
	Second half of February	<ul style="list-style-type: none"> • International management training III
End of program	End of February 2016	<ul style="list-style-type: none"> • Official farewell ceremony at the Federal Foreign Office • Return to home countries
Further program activities	continuous	<ul style="list-style-type: none"> • Cultural activities • Alumni networks • Coaching
Follow-up in home countries	continuous	Alumni networking activities
Refresher course	Autumn 2016	Regional refresher course incl. international management training



A.3 Fellowship benefits – what the program includes

The Afrika kommt! fellowship program includes:

Language course

- ⇒ An intensive, home-based German language course of one month
- ⇒ 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 as well as for preparatory session and refresher course in Africa
- ⇒ Roundtrip airfare from your home town to Germany and back
- ⇒ Travel to preparatory session
- ⇒ Travel to refresher course and back
- ⇒ Program-related travelling expenses in Germany

Monthly living allowance

- ⇒ Monthly living allowance of 750,- EUR during the stay in Germany
- ⇒ One-off relocation fee of € 1.000,- for settling back into the home countries

Important note:

The monthly allowance of € 750,- EUR 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

Certificate

Afrika kommt! is a practice-oriented fellowship program. Fellows will receive an official certificate by the initiators upon successful completion of the program and a detailed description of the specific contents and components of the training. However, a formal degree is not awarded.



Part B – Application Guide

B.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) an advantage
- Two to five years of relevant work experience
- Excellent English language skills
- Basic knowledge of the German language 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! 2014-2016

The following fellowship placements are available as part of Afrika kommt! 2014-2016. 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 a practical training in a specific company is possible.

Company		Placement & Required Background
 BASF The Chemical Company	BASF SE	Degree in agricultural science; Experience in work on farm level; Experience in crop protection → OPEN PROFILE
 Bayer	Bayer AG	<u>Profile 1 (Bayer CropScience)</u> Bachelor of science (life science); Experience in sales → OPEN PROFILE <u>Profile 2 (Bayer HealthCare)</u> Bachelor of science (life science)/business school; Experience in sales, marketing and management → OPEN PROFILE
 Boehringer Ingelheim	Boehringer Ingelheim Pharma GmbH & Co. KG	<u>Profile 1 (Boehringer Ingelheim Corporate/Global Compliance)</u> Degree in law, business administration, medicine; Experience in a global professional or corporate environment, preferably in the pharmaceutical or healthcare industry. → OPEN PROFILE <u>Profile 2 (Boehringer Ingelheim Consumer Healthcare)</u> Degree in business administration and/or pharmacist by training, Experience in the healthcare sector. → OPEN PROFILE <u>Profile 3 (Boehringer Ingelheim Making More Health)</u> Degree in one of the following areas: Communications/Marketing/Public Health Affairs/Biz data management by training, Experience in the healthcare sector → OPEN PROFILE
 BOSCH	Robert Bosch GmbH	<u>Profile 1 (Bosch Automotive Aftermarket)</u> Degree in engineering (electrical, mechanical or industrial engineering) or business administration; Experience in sales or business development field → OPEN PROFILE <u>Profile 2 (Bosch PT Sales)</u> University/college degree, preferably with an economics or marketing focus; Experience in sales or marketing of consumer durable goods → OPEN PROFILE



	B. Braun Melsungen AG	Degree in economics, specialization in marketing and sales; Experience in marketing and sales and the health care environment → OPEN PROFILE
	Commerzbank AG	University degree or degree of a business or law school, preferably in business administration, economics or law; Experience in the finance industry → OPEN PROFILE
	Continental AG	Degree in business or economics; Experience in sales and business environment → OPEN PROFILE
	Merck KGaA	<p><u>Profile 1 (Merck Advanced Technologies)</u> Degree in marketing or business administration with strong experience in material sciences; Alternatively: degree in chemistry, physics or material science with strong experience in marketing → OPEN PROFILE</p> <p><u>Profile 2 (Merck Consumer Health)</u> Degree in pharmacy, life science, biochemistry, chemistry or business administration; Experience in the chemical, life science or health care industry → OPEN PROFILE</p> <p><u>Profile 3 (Merck Millipore)</u> Degree in chemistry, nature sciences; Experience in sales → OPEN PROFILE</p> <p><u>Profile 4 (Merck Performance Materials, Pigments & Cosmetics)</u> University degree; Experience in consumer goods industry, ideally cosmetics and personal care → OPEN PROFILE</p> <p><u>Profile 5 (Merck Procurement)</u> BS/BA requested, with focus on supply chain and/or finance/procurement → OPEN PROFILE</p> <p><u>Profile 6 (Merck Serono)</u> Science, medical or business graduate degree; Experience in health care/life science industry → OPEN PROFILE</p>
	Codema International GmbH / Rauscher Gruppe	Degree in civil or structural engineering; Experience in structural analyses of steel or concrete structures and construction design → OPEN PROFILE
	SAP AG	Degree in computer science, mathematics, engineering or related field; Deep knowledge in development and programming → OPEN PROFILE



	ANDREAS STIHL AG & Co. KG	Degree in economics, business administration, science of forestry, agriculture or related discipline; Experience in an educational institution, ministry of agriculture/forestry or in the area of agricultural development aid projects → OPEN PROFILE
	Volkswagen AG	Profile will follow soon!



B.3 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.

4 steps to apply

If you want to apply for the fourth Afrika kommt! intake from 2014-2016, 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 4. intake of Afrika kommt! 2014-2016 – Please remember you are applying for the program in general, not a specific placement
- ⇒ Step 3: Visit www.afrika-kommt.de and fill in the application form
- ⇒ Step 4: Submit your application **BEFORE 7.9.2014, 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 6-8 weeks if your application has been successful. If so, you will receive an invitation to a 2-day assessment centre in Nairobi, Kenya, which will take place in November 2014.

The assessment centre includes a number of tasks, group activities and presentations and serves as a basis for the final decision. The results of the assessment centre will be communicated before end of 2014 – 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: 7.9.2014, 23:59h CET

[Click here to apply!](#)



B.4 After the program

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.