



AFRIKA KOMMT! FELLOWSHIP PROGRAM 2015 - 2017

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

5. Intake

ANNOUNCEMENT

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Partner Companies



B/S/H/



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! in the year 2008 - the very first joint-initiative for capacity building by German industry. After the success of the first four program cycles, the fifth AFRIKA KOMMT! intake will follow on seamlessly with the application phase starting **01 December 2015**.

Win-win situation: benefits for both sides

At the heart of the AFRIKA KOMMT! fellowship program is an eight-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 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-year stay in Germany comprising of:
 - ⇒ Three-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. “Regional Economic Development”
 - ⇒ 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. Six-months transfer phase after the stay in Germany via GIZ’s online platform *Global Campus 21*
4. 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 2015-2017

Program	Date	Details
Program announcement	01. December 2015	Start of application phase
Application phase	01. December 2015 – 10. February 2016	Online application on www.afrika-kommt.de
Assessment Center in Africa	18. – 29. April 2016	Final selection of program participants
Preparatory phase in Africa	May – July 2016	<ul style="list-style-type: none"> • Invitation, visa and health check procedures • Parallel: German language course for selected candidates in their home countries
Stay in Germany	August – October 2016	<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 • 1 week holidays and time to move to companies' cities
	November 2016 – June 2017	<ul style="list-style-type: none"> • Internship in partner companies • Voluntary: German language course
	November – December 2016	Weekend seminar at Robert Bosch Stiftung
	19. – 30. December 2016	Two weeks Christmas holidays
	20. – 24. February 2017	<ul style="list-style-type: none"> • International management training II • Seminar for mid-term program evaluation
	July 2017	<ul style="list-style-type: none"> • International management training III • Study tour • Weekend seminar at ZEIT-Stiftung Ebelin und Gerd Bucerius
End of program	End of July 2017	<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	January 2018	Regional refresher course including international management training



A.3 Fellowship benefits – what the program includes

The AFRIKA KOMMT! fellowship program includes:

Language course

- ⇒ An individual German language course before departure to Germany
- ⇒ 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 during the theoretical phase

- ⇒ Monthly living allowance of € 750,- (August, September and October 2016; July 2017)
- ⇒ One-off relocation fee of € 1.000,- for settling back into the home countries
- ⇒ Monthly salary during the internship in the companies of approx. € 1.250,- 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 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

- ⇒ Refresher course in Africa, including management training
- ⇒ Alumni networking activities

Certificate

AFRIKA KOMMT! is a practice-oriented fellowship program. Fellows will receive two certificates. One official certificate by the Academy for International Cooperation of GIZ GmbH with the title “Expert in International Management and Business Relations between Germany and Africa” upon successful completion of the program 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.



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! 2015-2017

The following fellowship placements are available as part of AFRIKA KOMMT! 2015-2017. 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
	Boehringer Ingelheim GmbH & Co. KG	<p>Profile 1 (Boehringer Ingelheim Consumer Health Care) Degree in business administration and / or pharmacist by training → OPEN PROFILE</p> <p>Profile 2 (Boehringer Ingelheim Prescription Medicine) Degree in business administration and / or pharmacist by training → OPEN PROFILE</p>
	Robert Bosch GmbH	<p>Profile 1 (Robert Bosch Automotive Aftermarket) Engineering degree (mechanical, electrical or industrial engineering) or business administration → OPEN PROFILE</p> <p>Profile 2 (Robert Bosch PT Sales) University degree (Master or Diploma) in marketing / sales, MBA; Knowledge of Portuguese (spoken and written) → OPEN PROFILE</p> <p>Profile 3 (Robert Bosch PT Sales) University degree (Master or Diploma) in marketing / sales, MBA → OPEN PROFILE</p> <p>Profile 4 (Robert Bosch PT Sales) University degree (Master or Diploma) in marketing / sales, MBA; French fluent in spoken and written → OPEN PROFILE</p> <p>Profile 5 (Robert Bosch Thermotechnology) Management or engineering university degree (mechanical, electrical or industrial engineering) → OPEN PROFILE</p>
B/S/H/	BSH Home Appliances	<p>Bachelor degree in business administration or engineering; MBA in marketing is preferred → OPEN PROFILE</p>
	B. Braun Melsungen AG	<p>Profession: engineer; Degree in mechanical engineering, process engineering, electrical engineering or similar → OPEN PROFILE</p>



	Commerzbank AG	University degree or degree of a business or law school; Preferably in business administration / economics or law → OPEN PROFILE
	Continental AG	→ PROFILE WILL FOLLOW SOON
	Daimler AG	→ PROFILE WILL FOLLOW SOON
	Merck KGaA	<p><u>Profile 1 (Merck Controlling)</u> Degree in business administration or a comparable degree, e.g. MBA → OPEN PROFILE</p> <p><u>Profile 2 (Merck Finance)</u> Bachelor / Master in business administration or economics → OPEN PROFILE</p> <p><u>Profile 3 (Merck Information Services)</u> IT degree / Master in economics / business administration; MBA preferred → OPEN PROFILE</p> <p><u>Profile 4 (Merck MM)</u> BA degree in chemistry or pharmacy required, Master degree preferred; Additional degree in business administration or equivalent business experience is an asset → OPEN PROFILE</p> <p><u>Profile 5 (Merck Supply Chain)</u> Academic background in business administration, preferably incl. supply chain management → OPEN PROFILE</p>
	SAP SE	Degree in business information science, computer science or business administration → OPEN PROFILE
	ANDREAS STIHL AG & Co. KG	Bachelors (preferred Masters) degree in economics / business administration or specialisation: marketing communication and / or product management or related discipline → OPEN PROFILE
	Voith GmbH	Bachelor / Master degree in a technical discipline, preferably in mechanical engineering, process engineering, electrical engineering or physics → 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 fifth AFRIKA KOMMT! intake from 2015-2017, 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 5. intake of AFRIKA KOMMT! 2015-2017 – 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 10.02.2016, 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 7-10 weeks if your application has been successful. If so, you will receive an invitation to a 2-day assessment center in Nairobi, Kenya, which will take place in April 2016.

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 2016 – 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: 10.02.2016, 23:59h CET

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.



Thank you very much for applying!