AFRIKA KOMMT! 2013 - 2015

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

Kindly supported financially by:

With valuable contributions from the German Federal Foreign Office (Auswärtiges Amt) and the German embassies in Sub-Saharan Africa.

Cooperation partners:

Supported by the Federal President of Germany Joachim Gauck.

Implemented and coordinated by:

Programme Description

In the year 2008, the initiative "AFRIKA KOMMT!" ("AFRICA IS COMING!") was called into being by 19 leading German enterprises - the very first joint-initiative for capacity building by German industry. After the first two successful programme cycles, the third „AFRIKA KOMMT!" intake will follow on seamlessly with the application phase starting 1 October 2012.

The programme aims at highly qualified young professionals and junior executives from countries in Sub-Saharan Africa with several years of hands-on work experience, strong leadership qualities and a very high level of commitment and dedication.

At the heart of the programme is a nine-month practical training in a leading German enterprise, allowing the participants

⇒ to gain first-hand practical experience in a leading German enterprise
⇒ to be exposed to leadership concepts and management techniques in practice
⇒ to become acquainted with working processes and business culture in German enterprises
⇒ to extend their international management competencies
⇒ to initiate networks of cooperation partners between Sub-Saharan Africa and German companies

Programme Components

The programme, conducted in German, includes the following main components:

1. One-month intensive German language course in Kenya

2. One-year stay in Germany comprising of:
   ⇒ Three-months intensive German language course
   ⇒ Nine-months practical training in a German partner company
   ⇒ Four-weeks training course on international management competencies
   ⇒ One-week study tour in Germany on relevant subjects, e.g. „Regional Economic Development"
   ⇒ Weekend exposure tours covering cultural and social topics organised by the Robert Bosch Stiftung in Stuttgart and the ZEIT-Stiftung 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. Two-weeks refresher course in Germany approx. 6-12 months after the stay in Germany

Programme Structure

Programme Element	Date	Details
Programme announcement	01.10.2012	Start of application phase
Application phase	01.10.2012 – 15.12.2012	Online application on www.afrika-kommt.de
Assessment centre in Africa and final selection of candidates	February / March 2013	Final selection of programme participants
Preparatory phase in Africa	April - June 2013	• Invitation, visa and health check procedures • One-month face-to-face German language course in Nairobi, Kenya
Stay in Germany	July – September 2013	• Welcome and introduction; Kick-off meeting with companies • Intensive German language course (approx. ten weeks) • One-day visit in partner companies • Visit at the German President's Office • International management training (two weeks)
	October - 15.12. 2013	Practical training period I in partner companies
	2nd half of December 2013	• International management training II (one week) • Programme evaluation • Study tour (one week)
	December 2013 / January 2014	Two-weeks holiday
	January – 15.6.2014	Practical training period II in partner companies
	2nd half of June 2014	International management training III (one week)
	End of June 2014	Farewell ceremony
Further programme activities	Continuous	• Weekend seminar at Robert-Bosch-Stiftung • Weekend seminar at ZEIT-Stiftung • Cultural activities organized by GIZ • Alumni networks • Coaching
Follow-up in home countries		Networking activities
Refresher course in Germany	Spring 2015	Two-weeks stay in Germany including international management training III (one week) and partner company visits

Eligibility

- University degree e.g. in
  - ⇒ Business Administration, Sales, Marketing
  - ⇒ Engineering in various sectors
  - ⇒ Pharmacy, Chemistry
  - ⇒ Agricultural Engineering, Agronomy
- 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 Requirements

The programme is aimed at highly-qualified and self-driven young professionals and junior executives from Sub-Saharan Africa. 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

Participating Companies and Candidate Profiles

Insofar as the companies have already specified the expectations for their candidate, you find them listed below. If you have special interest in one company (or more) please explain and refer to it in your application. However, there is no guarantee that a practical training in that specific company is possible.

Company		Background	Candidate Profile
BASF The Chemical Company	BASF SE	Agricultural engineering, agricultural economics, agronomy; Experience in business administration, economy or marketing	Open Profile
Bayer	Bayer AG	Agricultural background (agricultural engineering, agronomy and ideally on farm working experience); preferably experience in business administration	Open Profile
		Preferably economic background in business administration, controlling, tax, audit etc.; Interest in commercial business	Open Profile
B BRAUN SHARING EXPERTISE	B. Braun Melsungen AG	Degree in economics, specialization in marketing and sales	Open Profile
Boehringer Ingelheim	Boehringer Ingelheim Pharma GmbH & Co. KG	Degree or equivalent in economics or science; ideally business experience in the pharmaceutical or medical area	Open Profile
BOSCH	Robert Bosch GmbH	Degree in engineering, preferably in electrical, mechanical or industrial engineering	Open Profile
COMMERZBANK	Commerzbank AG	University degree or degree of a business or law school, preferably in business administration / economics or law	Open Profile
Continental	Continental AG	Mechanical engineering or mechatronics	Open Profile
DAIMLER	Daimler AG	Degree in business administration	Open Profile
DB Mobility Networks Logistics	Deutsche Bahn AG	Electrical engineer or civil engineer	Open Profile

	E.ON Ruhrgas AG	Degree in (petroleum) engineering, business administration, or energy economics	Open Profile (two candidates)
	Merck KGaA	University degree in biochemistry or chemistry	Open Profile
		University degree in pharmacy	Open Profile
	SAP AG	Degree in computer science, natural science, business administration or a related discipline	Open Profile
		Master degree, preferably in business administration or science	Open Profile
		Master degree in business administration or science	Open Profile
	ThyssenKrupp AG	Master degree or equivalent in industrial engineering and management, specialization in mechanical engineering	Open Profile
	Volkswagen AG	MBA or similar business studies; Automotive education	Open Profile
	ZF Friedrichshafen AG	Degree in business administration with focus on marketing or business development	Open Profile

Financing

The programme is financed by the participating German companies and covers:

- Intensive German language courses (face-to-face) in Africa and in Germany including fees, travelling, accomodation and living allowance
- Roundtrip airfare to and from Germany
- Living allowance of € 720,- per month
- Accommodation during all stages of the programme in Germany
- Health insurance, accident insurance and liability insurance
- Programme-related travelling expenses in Germany
- International management training courses
- Study tour and weekend seminars in Germany as well as cultural activities
- One-off relocation fee of € 1.000,- for settling back into the home countries
- Roundtrip airfare to and from Germany as well as travel and accommodation during the refresher course

Important note:

The monthly allowance of € 720,- 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 participant 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.

We recommend applicants to ask their employer for a leave of absence.

Certificate

AFRIKA KOMMT! is a practice-oriented training programme. Participants will receive an official certificate by the initiators upon successful completion of the programme and a detailed description of the specific contents and components of the training. However, a formal degree is not awarded.

Application Procedure

Applications will be accepted from 1 October until 15 December 2012 only and must be submitted through the online application form on:

⇒ **www.afrika-kommt.de**

Successful candidates will be invited to an assessment centre in Africa (Nairobi) in February 2013 where the final selection of candidates will take place.

Closing date

Closing date for applications is 15 December 2012.