BMZ African-German Leadership Academy 2022
Addressing significant global challenges, such as climate change and economic disparity, are key to the global common good. Our societies’ complex interconnectedness and interdependencies necessitate developing joint and collective sustainable solutions.

The visions for achieving global sustainability as formulated by the 2030 Agenda depends on development successes in all world regions, including the steadfast implementation of the African Agenda 2063.
The BMZ African-German Leadership Academy (African Academy) is a dialogue and training programme targeted at early to mid-career professionals. It is a space for joint learning and discussion on sustainability, governance and leadership.

With diversity at the core of its programme, the African Academy welcomes participants from a variety of sectors (civil society, academia and think tanks, public administration, business and media) to encourage transdisciplinarity and to promote networking and knowledge exchange among African and European actors.

Bringing together different perspectives and expertise, the African Academy offers the scope to exchange viewpoints and experiences, as well as advance leadership skills, through peer learning.

Furthermore, the African Academy allows for the collaborative creation of new knowledge, fosters mutual understanding and establishes trustful cooperation.

The Academy thus lays the foundation for long-term collaboration and partnership between institutions and champions of change across sectors working towards sustainable development.
The African Academy is targeted at early to mid-career professionals from Germany and African partner countries, namely Côte d’Ivoire, Ethiopia, Ghana, Morocco, Senegal, Togo and Tunisia.

The programme is conducted in English.

The African Academy is hosted by the German Development Institute/ Deutsches Institut für Entwicklungspolitik (DIE) and funded by the German Federal Ministry for Economic Cooperation and Development (BMZ).
The 2022 edition of the African Academy will take place from April to June.

The full schedule comprises a 10-week in-person phase in Germany - spent in Bonn and Berlin –, preceded by a two-week part-time online preparatory phase.

The joint work is followed-up in online exchanges.
The African Academy is grounded on three essential elements that contribute to capacity development: **knowledge, leadership and action**.

**Knowledge elements** offer participants the space to exchange knowledge and jointly learn about the themes of governance and sustainability, on both a global and local level. In our academic modules, participants strengthen their analytical capabilities through engagement with different concepts and the direct interaction with diverse scientific and practice-oriented stakeholders. This includes encounters in discussions, workshops and site-visits to selected institutions. A study trip to Brussels adds first-hand practical insights into policy-making.

The **action component** is an open, creative and innovative learning space in which participants put their knowledge and skills into practice. Working independently in small groups, participants develop a hands-on solution and prototype for a self-selected challenge by following the design thinking method.

**Leadership modules** focus on developing individual and collective competencies, including strengthening dialogue skills, problem solving, exchanging perspectives, teamwork, reflecting on one’s values, and building strong and trustful relationships, which will also benefit the participants’ home institutions. Individual coaching for participants further complements the leadership modules.

The training format is based on the concept model of the MGG Academy.
The programme utilizes a range of training methods used to cultivate learning, such as facilitated sessions, workshops, open space and bar camp formats, presentations, discussion, excursions, expert interviews and role-play.

The African Academy works under the premise that knowledge acquisition is not passive, but requires open and active engagement by the learners.

Through collaborative peer learning, participants benefit from an exchange of different perspectives, hone their critical thinking skills and develop shared values.

Participants and their home institutions will form part of a network and jointly engage in knowledge cooperation.

Network activities are driven by the network members themselves, and can include collaborative organisation and hosting of high-level policy dialogues, joint publications, or other formats.
Who is the programme for?

The BMZ African-German Leadership Academy is aimed at early to mid-career professionals from Germany and its African partner countries: Côte d’Ivoire, Ethiopia, Ghana, Morocco, Senegal, Tunisia and Togo.

Potential participants of the African Academy should:

- be a national or permanent resident of one of the participating countries
- be 25 – 40 years old*
- work on issues relevant for sustainable development
- have at least three years’ work experience (non-remunerated experience is also recognised)
- have the support of their employer (written support required as part of application)
- have a very good command of the English language (equivalent to B2 level of the CEFR)
- be respectful of other cultures
- be open to teamwork, reflection and a broad variety of working methods

*older applicants, who have taken longer periods of parental leave, may be considered.

The African-German Leadership Academy is committed to diversity and inclusion. We therefore invite all eligible candidates, irrespective of their gender, ethnic and religious backgrounds, including persons with disabilities, to apply.
In order to facilitate participation, successful applicants to the African Academy will be awarded financial support, covering the following:

- Subsidised travel to and from Germany
- Accommodation for the duration of their stay in Germany
- A monthly living allowance to cover living costs in Germany
- Health, accident and personal liability insurance for the duration of their stay in Germany
- Subsidy to help meet technical requirements of the programme

Please note that the financial support provided is not sufficient to cover participants’ families.
Benefits

Participants

› Participation in an innovative academic and practice-oriented international dialogue format

› Capacity development on governance and sustainable development

› Strengthened leadership skills through collective peer learning, complemented by individual coaching

› Opportunity to become part of an international network of like-minded professionals

› Exchange and development of new ideas with peers from partner countries

› Work on innovative solutions for real-life sustainability challenges

› Engagement in different learning formats

› Opportunity to directly contribute to the implementation of the 2030 Agenda and the African Agenda 2063

Sending Institutions

› Capacity development of staff in the areas of leadership, governance and sustainability. The knowledge and skills acquired can be directly applied within the participants’ home-institutions.

› Opportunity to propose real-life challenges from within your working environment to serve as case-studies for which participants find a solution as part of the innovation projects

› Become part of a growing cross-sectoral network of institutions working towards sustainable development in the seven partner countries and Germany/Europe, opening up new and continued opportunities for cooperation in the future

› Opportunity to directly contribute to the implementation of the 2030 Agenda and the African Agenda 2063
How to apply?

1. Check that you meet all the requirements for participation as listed in the Who is the programme for? section.

2. Read:
   Conditions for Participation.

3. Compile your application documents:
   - **Application Form Part I**: Applicant’s statement - to be completed and signed by you.
   - **Application Form Part II**: Employer’s statement of support - to be completed, signed and stamped by your employer.
   - **Diploma**: A copy of your diploma or certificate (in English, French or English, or as a translation) of the highest professional qualification and/or university degree.
   - **Passport**: A copy of the main pages of your passport.
   - **Language Certificate**: Proof of English language proficiency (if available).

4. Submit your application documents via the application portal.

5. For any questions, contact the African Academy Coordinator: **Julia Osada**.
   - For more information, visit the African Academy webpage.
2022 Schedule Overview

This is a draft schedule and it is subject to change.

Week 1
4-8 April
Online Programme Opening
Online Preparation
Introduction to concepts of sustainable development

Week 2
11-14 April
Online Preparation
Introduction to concepts of sustainable development

Week 3
19-20 April
Travel to Bonn
21-22 April
Online Preparation
Introduction to governance of sustainability concepts

Week 4
25-29 April*
Academic Module I
Development and the basis for human life: our climate and environment

Week 5
2 May
Online Preparation
3-4 May
Welcome at DIe
5-7 May
Leadership Module I

Week 6
9-13 May
Academic Module II
Global commitments, national and local implementation

Week 7
16-20 May
Academic Module III
Economic cooperation for sustainability

Week 8
23-27 May
Study trip to Brussels
28-29 May
Travel to Berlin

Week 9
30 May - 3 June
Academic Module IV
Social cohesion – the basis for sustainable development?

Week 10
7-9 June
Leadership Module II
10 June
Innovation Projects

Week 11
13-15, 17 June
Innovation Projects

Week 12
20-24 June
Innovation Projects
June 25-26
Travel to Bonn

September / October
27-30 June
Closing Week

1 July
Travel back to home countries

Online Coaching Support

*Due to the continued uncertainty of the current Covid-19 situation, the initial 10 days in Germany will be delivered in an online format in the case that participants need to enter quarantine following their arrival in Germany.

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