Background

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.
What is the African Academy?

The BMZ African-German Leadership Academy (African Academy) is a dialogue and training programme targeted at early to mid-career professionals from Germany and African partner countries, namely Côte d’Ivoire, Ethiopia, Ghana, Kenya, Morocco, Senegal, Tunisia, Togo and Zambia. The African Academy 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. The African Academy is hosted by the German Insitute for Development and Sustainability (IDOS) and funded by the German Federal Ministry for Economic Cooperation and Development (BMZ). The programme is conducted in English.

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, it 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 sustainability across sectors working towards sustainable development.

The 2023 edition of the African Academy will take place from April to July. The full schedule comprises a 10-week in-person phase in Germany - spent in Bonn – preceded by a two-week part-time online preparatory phase. Participants will also benefit from study trips to Brussels and Berlin. The joint work is followed-up in online exchanges.

“I saw this innovative training and digital dialogue programme as an excellent opportunity to acquire the leadership skills and knowledge necessary for sustainable development and partnership between Africa and Germany. I highly recommend joining the academy.”

Christian Aboua, African Academy 2021 participant
Format and Content

The African Academy is grounded on three essential elements that contribute to capacity development: knowledge, leadership and action.

**KNOWLEDGE**

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.

**LEADERSHIP**

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.

**ACTION**

Action components are 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.
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, Kenya, Morocco, Senegal, Tunisia, Togo and Zambia.

**POTENTIAL PARTICIPANTS OF THE AFRICAN ACADEMY SHOULD:**

- be a national or permanent resident of one of the participating countries
- be 25-40 years of age*
- work on issues relevant for sustainable development and governance
- 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 the application)
- have a very good command of the English language (equivalent to B2 level of the Common European Framework of Reference for Languages)**
- be respectful of other cultures
- be open to teamwork, reflection and a wide variety of working methods

* older applicants, who have taken long parental leave, may be considered.

** Please note that IDOS may invite you to an online interview or ask you to submit a short video presentation to assess your level of English if shortlisted.
Scholarship/Financial assistance

In order to facilitate participation, successful applicants to the African Academy will be awarded a scholarship, covering the following:

• 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 scholarship awarded is not sufficient to provide financial support for participants’ families.

“The Academy has been a rich professional and personal experience. The African-German Leadership Academy is a space for learning, sharing knowledge, ideas and innovations.”

Olfa Chebaane, African Academy 2022 participant
Benefits for...

... 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
The African Academy offers a broad range of benefits for 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 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 contribute to the implementation of the 2030 Agenda and the African Agenda 2063.
## Schedule* of the 2023 Academy

<table>
<thead>
<tr>
<th>Date Range</th>
<th>Location</th>
<th>Activity</th>
</tr>
</thead>
<tbody>
<tr>
<td>17-28 April</td>
<td>ONLINE</td>
<td>Online Programme Opening</td>
</tr>
<tr>
<td>5-9 May</td>
<td>BONN</td>
<td>Welcome to IDOS</td>
</tr>
<tr>
<td>10-16 May</td>
<td>BONN</td>
<td>Academic I: Governance</td>
</tr>
<tr>
<td>17-19 May</td>
<td>BONN</td>
<td>Inspiration for Change</td>
</tr>
<tr>
<td>22-26 May</td>
<td>BONN</td>
<td>Leadership I</td>
</tr>
<tr>
<td>29 May - 3 June</td>
<td>BRUSSELS</td>
<td>Study trip to Brussels</td>
</tr>
<tr>
<td>5-9 June</td>
<td>BONN</td>
<td>Academic II: Climate Change</td>
</tr>
<tr>
<td>10-21 June</td>
<td>BERLIN</td>
<td>Academic III: Tackling Inequalities</td>
</tr>
<tr>
<td>22-23 June</td>
<td>BERLIN</td>
<td>Leadership II</td>
</tr>
<tr>
<td>26-30 June</td>
<td>BONN</td>
<td>Innovation Projects II</td>
</tr>
<tr>
<td>3-7 July</td>
<td>BONN</td>
<td>Innovation Projects III</td>
</tr>
<tr>
<td>16-15 July</td>
<td>BONN</td>
<td>Closing week</td>
</tr>
<tr>
<td>To be defined</td>
<td>ONLINE</td>
<td>Post-phase</td>
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</tbody>
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*This schedule is tentative and may be subject to change.*
How to apply

1. Make sure you fulfil the application criteria (see page 6)
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 German, 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 via the [application portal](#)

**Deadline for applications is 24 October 2022.**

For more information about the African Academy, visit the [Academy website](#).

If you have any questions about the African Academy or the application process, contact the team at: africanacademy@idos-research.de

“For me as an individual, I realised that I have what it takes to make an impact in my community but I never really payed attention to the strength within me. So the Academy was very useful and very insightful.”

Vivian Adams Nabie, African Academy 2022 participant
Dr Samantha Ruppel
Head of the African-German Leadership Academy
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