



AWARD Leadership Program for Emerging African Women in Agricultural Sciences

FREQUENTLY ASKED QUESTIONS

General information

Q: What is the goal of the AWARD Leadership Program for Emerging African Women in Agricultural Sciences?

A: The program aims to build a pool of confident, capable, and influential young women equipped to excel in agricultural sciences, thrive in leadership roles, and champion gender integration in agriculture. It focuses on enhancing leadership, mentoring, communication, and gender-integration skills to transform agrifood systems in Africa.

Q: How many participants does the program aim to support?

A: A total of 40 young women will be selected for the 2025 cohort. Overall, the program will have three cohorts; hence, 120 emerging women scientists will be supported.

Q: Who manages this program?

A: The program is managed by the African Women in Agricultural Research and Development (AWARD) and hosted by the Center for International Forestry Research and World Agroforestry (CIFOR-ICRAF) in Nairobi, Kenya. Since its founding in 2008, AWARD has designed and offered a range of transformational

fellowships targeting women, from early-career and mid-career scientists to more senior managers and research leaders driving the AR4D transformative agenda. AWARD's mission is anchored on the three interconnected pillars - investing in individuals, strengthening institutions, and influencing the environment - underpinning its programmatic approach and overall vision of gender-responsive and equitable agri-food systems for smallholder farmers across the continent.

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Eligibility

Q: Who is eligible to apply for this program?

A: Emerging African women agricultural scientists under 35 years old whose nationalities are **Ethiopia, Ghana, Kenya, Malawi, and Nigeria**.

Q: What qualifications do I need to apply?

A: Applicants must hold at least a bachelor's degree in an agricultural science field. Advanced degrees and demonstrated leadership potential are added advantages.

Q: Can I apply if I reside outside Africa?

A: No, applicants must reside in Africa at the time of application for the program to qualify.

Application Process

Q: When does the application period open and close?

A: Applications must be submitted between **December 12, 2024, and February 12, 2025**. Late submissions will not be accepted.

Q: How can I access the application form?

A: Application for the AWARD Leadership Program for Emerging African Women in Agricultural Sciences is only via an online form available on the [AWARD website](#). Forms are only available in English.

Q: How do I confirm that my application got through?

A: The online platform automatically saves your work as you navigate through the application form.

Q: Can I edit my application after submission?

A: No, once submitted, applications cannot be edited.

Q: Do I need to submit supplementary documents?

A: No additional documents are required at the application stage. However, successful applicants will need to provide academic and identification documents for verification.

Q: What are common reasons for application rejection?

A: Incomplete applications, lack of clear alignment with program goals, unclear career aspirations, and grammatical errors are common rejection reasons. Applicants must demonstrate their commitment to growth, clearly articulate their career goals, and demonstrate their ability to take on leadership responsibility. Failure to articulate this can lead to rejection.

Program Activities

Q: What activities does the program include?

A: The program comprises four interconnected work packages:

Call for Applications and Mentoring Nomination: Competitive selection of participants and mentors.

Training Needs Assessment: Identifying skill gaps and tailoring training modules.

Training Delivery: Comprehensive courses on leadership, mentoring, communication, and gender integration in science.

Stakeholder Engagement and Monitoring: Documenting learnings and promoting networking.

Q: Will the training be virtual or in-person?

A: The program includes virtual training and in-person interactions for the mentoring pairs in their home countries.

Q: What languages are supported?

A: The 2025 cohort training will be delivered only in English.

Support and Benefits

Q: What benefits will I receive as a participant?

A: Participants will gain leadership and mentoring training, access to a network of professionals, tools for personal branding, and opportunities to amplify their visibility through presentations and media engagements. They will gain skills in gender-responsive agricultural research, enhancing their capacity to win grants that promote gender equality. Overall, they will acquire skills to accelerate their career progression and have a more satisfying and impactful career in the male-dominated agriculture field.

Q: Will I receive any financial compensation for participating in the Fellowship?

A: The program does not cover additional costs besides providing the virtual training courses. There are no sitting allowances provided.

Expectations and Responsibilities

Q: What are my responsibilities as a beneficiary?

A: Program beneficiaries must fully participate in training, meet regularly with mentors, and implement the skills gained in their professional roles. Participants are also expected to act as role models and advocates for gender-responsive agricultural research.

Q: What resources do beneficiaries need to participate?

A: The program is offered exclusively via virtual platforms, and participants will need access to a computer and internet connection. Basic requirements include access to YouTube, Zoom, and the AWARD online training portal.

Q: Can I continue working during the program?

A: Yes, the program is non-residential, and activities are not continuous over the nine-month period. Participants can remain engaged in their current roles. **However, attendance at all scheduled activities is mandatory.**

Mentorship

Q: How does the mentorship component work?

A: Participants will be paired with experienced mentors from the AWARD network. Mentors will guide participants through monthly group and peer mentoring sessions over the 9 months.

Q: Who are the mentors?

A: Mentors are senior professionals in agriculture and science fields who have undergone formal mentoring training and are committed to supporting emerging leaders to shape and pursue their career aspirations and goals.

Timeline

Q: How long is the program?

A: Each cohort participates in a 9-month immersive leadership program.