Objectives of the project

One Planet Fellowship Programme (OPFP) will enhance the capacity of high potential young scientists working on agriculture and climate change adaptation and mitigation in Africa by building their leadership, scientific research, networking and mentoring skills. It seeks to contribute towards building a robust pipeline of African science leaders in agriculture - climate interface as well as create a vibrant, highly connected, and intergenerational network of African and European scientists equipped to lead research focused on helping Africa's smallholder farmers adapt to a changing climate.

Background

The One Planet Summit organized on 15 December 2017 in Paris outlined concrete steps by private and public sector actors working together to meet the objectives set by the Paris Agreement on Climate Change. The 12 commitments that resulted out of this convening consist of 30 actions intended to intensify and accelerate global efforts to fight climate change. One of these actions, under Commitment 3: "*Mobilizing researchers and young people to work for the climate"*, is the implementation of One Planet Fellowship Programme.

In the medium- and long-term, African food and nutritional security is going to be especially vulnerable to climate change and in need of research on climate change adaptation. Given the urgency for action and the long-term aspect of this global challenge, it is imperative that African scientists, particularly young ones, and international researchers develop the scientific skills to maximize the crucial future adaptations and mitigations for the African continent. However, early career scientists face challenges in securing resources, training and research positions. This undermines the continent's ability to deal with agricultural change resulting from climate change. It is thus of utmost importance to speed up the emergence of the next generation of scientific leaders specializing in agriculture-climate interface. This is a major challenge that has to be tackled collectively together with developing countries.

In order to address these challenges, OPFP is launched as a dedicated initiative to prepare the next generation of African scientists, creating and nurturing leaders to be ready to understand climate change and help societies adapt in due time.

The theory of change to achieve the objectives

One Planet Fellowship endeavours to contribute in *building a robust pipeline of African science leaders in agriculture - climate interface* by building their scientific skills, leadership capacities and fostering mentoring partnerships.

It is designed to unlock the potential of young African scientists and contribute to the expansion of his/her agency, i.e., a person's interactive role in the society. In order to be agents of their lives, people need an environment where they have the freedom to articulate themselves, to associate with others and to influence external factors that affect their lives. OPFP postulates that for its fellows to be truly empowered, they must show gains across different spheres. As such, OPFP is designed to enhance the capacity of high potential researchers working on agriculture and climate change adaptation and mitigation.

The Fellowship programme is built around three pillars, namely:

1) *Building science skills.* One of the keys to improving livelihoods in sub-Saharan Africa is to build and sustain a strong, effective talent pool in agricultural R&D. This requires building the Fellows' science skills while strengthening R&D systems. The Fellowship expands the laureates' world of science, facilitating their access to the latest methodologies and technologies, while building their professional networks.

2) *Developing leadership skills.* Each fellow participates in leadership skills courses that focus on building self-esteem and offer insights into how to thrive in a workplace through teamwork and negotiations. They also have the practical experience of hosting a role-modelling event where fellows talk about their journey as a young scientist (e.g., how they ended up being one) and the importance and rewards of careers in agriculture to young students (e.g., high school) or colleagues. The idea is to inspire them to take up agriculture research as a career option.

3) *Fostering mentoring partnerships.* Mentoring is a proven and powerful driver for career development and particularly for retaining women in science. A Fellow is paired to a mentor—a senior professional who volunteers to guide the fellow's career path. Each Fellow is mentored for one year as part of the fellowship package. In the third year of the fellowship, all fellows pass on their knowledge by mentoring junior scientists, thereby providing an opportunity to practice their leadership skills.

OPFP will also create an *intergenerational network of African and European scientists* equipped to lead research focused on helping Africa's smallholder farmers adapt to a changing climate. It will set-up advanced science training (AST) for African Fellows in top-notch European laboratories and/or universities. Fellows will be paired with a senior scientist in their host lab in Europe. To do this, partnerships are being built with European research and higher education institutions, identifying senior scientists from these organizations willing to serve as mentors to African fellows.

In addition, other accompanying measures are to be organized such as learning visits of Fellows on different policy and development institutions in Europe to foster science-policy linkage, exchange visits between African and European mentor to promote institutional linkages, as well as seminar workshops involving Fellows, mentors and junior scientists focusing on helping Africa's smallholder farmers adapt to a changing climate.

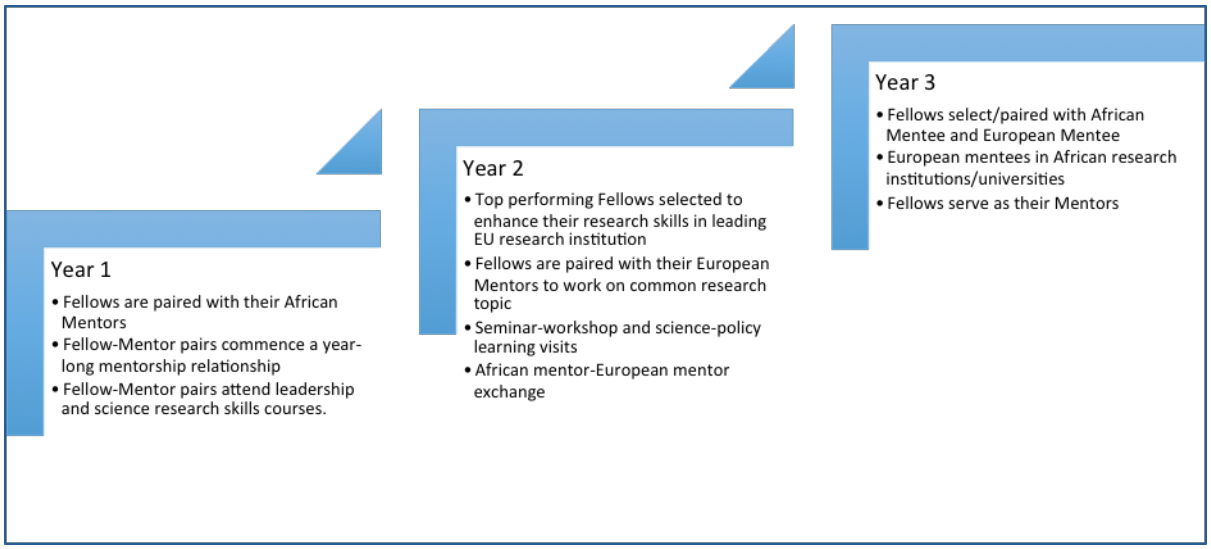
Main activities

Three successive Calls for applications in Africa are launched in 2019-2020. For each Call, up to 45 candidates (25 women, 20 male) are selected to take part in a 3-year non-residential, career development programme. Selected Fellows are expected to be fully engaged at their institutions during

the Fellowship period while participating in periodic training courses designed to enhance their scientific research, networking, and mentoring skills.

- ✓ **Year 1** is devoted to mentoring and leadership enhancement. A Senior African mentor is identified for each fellow in his home country/institution. The mentoring relationship is launched with Mentoring Orientation Workshop. It is followed by on-going engagement between the African fellow and their senior African mentor over the course of 12 months, implementing personal career roadmaps for each fellow, including science skills training and leadership development workshops, and specific plans for his/her climate adaptation research progression.
- ✓ **Year 2** is devoted to science skills enhancement and networking. Top performing fellows are offered the opportunity to spend 3 to 6 months of research training in a European research institution or university and supervised by a senior European scientist. This provides an opportunity for the fellow to gain exposure to new ideas and methods in his/her field of research, to network with other young scientists in the host institution and establish linkages for future collaboration. While in Europe, fellows participate in science-policy dialogues and attend science seminar-workshop involving other fellows, mentors and junior scientists. Exchange visits between African and European mentors are facilitated.
- ✓ **Year 3** is when fellows get to mentor a promising African junior colleague at their institution and a junior European scientist from his/her host institution. During this period, the junior European scientist will visit his/her African fellow mentor for a personalized scientific placement for a period of 2 to 4 weeks.

The diagram below summarizes the various activities organized for and attended by the Fellows.



Organization

The European Union's support towards One Planet Fellowship Programme builds on the support provided by other OPFP funders. Its funding is targeted to implement the science pillar of the Fellowship and the networking process between African and European scientists and institutions. It is structured into 3 work packages:

- ✓ *WP 1: Advanced Science Training (AST)* where fellows are given the opportunity to hone their science skills for 3 to 6 months in state-of-the-art laboratories and institutions in Europe and be mentored by a senior scientist in their field

of specialization. The AST will help fellows improve their science/professional skills, increase their professional networks, enhance their visibility, improve their confidence to present research results, and increase their own and their home institution's chances for collaboration with advanced research institution in Europe.

- ✓ It is offered to top performing fellows selected through a specialized Call among OPFP Fellows themselves. It will target up to 20 Fellows per cohort in 2 of the 3 cohorts planned under the overall One Planet Fellowship Programme. To ensure diversity, it will also involve 4 to 8 European research and higher education institutions serving as host institutions for the Fellows' ASTs.
- ✓ *WP 2: Learning, networking and exchange* which includes the organization of learning visits of fellows in European institutions for science-policy linkage which aims at developing fellow's broader understanding of interaction between agriculture and climate change issues, both from scientific and policy perspectives. Also, exchange visits between African and European mentors will be facilitated in order to deepen collaboration and to explore institutional linkages. A seminar workshop on African agriculture and climate change will be organized in Montpellier. It will feature lectures and scientific presentations. It will serve as a forum where Fellows, mentors, junior scientists as well as scientists and stakeholders involved in similar interact and share progress in their respective research projects, explore potential collaboration and plan joint actions.
- ✓ Also, fellows will be mobilized to participate in international events related to climate change to showcase their experience and talk about the One Planet Fellowship Programme. It will be carried out in collaboration with partners and co-funders.
- ✓ *WP 3: Coordination and management* to ensure overall implementation and linkages between activities being carried out in Africa and in Europe.

OPFP Implementation partner AWARD (African Women on Agricultural Research and Development) is in charge of the overall fellowship cycle, particularly the leadership and mentoring pillars of the programme. Agropolis Foundation is in charge of actions related to the science pillar of the Fellowship, particularly in terms of developing and implementing Advanced Science Training (AST), science-policy linkage via learning visits, facilitating scientific networking and exchange between African and European scientists.

Implementing organization
Agropolis Foundation

Other main stakeholders
The Programme: "African Women on Agricultural Research and Development (AWARD)"

Region
Algeria, Benin, Burkina Faso, Cote d'Ivoire, Ethiopia, Kenya, Malawi, Mali, Morocco, Nigeria, Senegal, Tanzania, Togo, Zambia

Funding and co-funding

European Union	€ 3,000,000
Bill & Melinda Gates Foundation	US$ 7,500,000
BNP Paribas Foundation	US$ 7,500,000
IDRC - International Development Research Centre	Ca$ 1,200,000
Agropolis Foundation	€ 200,000

Duration

4 years; June 2019 - July 2023