



Agreement on Results (AoR)

The development-oriented Programme Migration for Development aims to provide you with optimal support to help you apply the skills you have acquired in Germany in your professional field. In order to share your experiences, skills and knowledge as best as possible with your colleagues, it is necessary to define objectives for your assignment and the intended knowledge sharing together with your employer.

The following form (Agreement on Results) helps you and your employer to plan the intended activities as well as the related objectives. Furthermore it helps us to understand this joint planning with the employer.

Note on preparing the AoR

We recommend you not to start the elaboration of your AoR before you do not know exactly which expectations and objectives are related to your assignment. Discuss in detail with your superior which specific knowledge sharing activities (e.g. workshops, seminars, trainings, elaboration of guidelines and workflows, introduction of colleagues to new [research] methods etc.) you are supposed to carry out within the context of your function.

After having prepared the AoR together with your superior, coordinate it personally with your CIM Advisor Migration and Diaspora, responsible for you, on time. He/she will provide you with information on how to prepare the AoR and will clarify any further questions about our programme that you may have. Your advisor's contact information can be found in your topping-up agreement.

Please note that the AoR, in compliance with the topping-up agreement, forms the basis for the decision whether you will continue to receive financial support. In your topping-up agreement you have declared that you will report on the progress of your work within the time frame specified. The exact date for submission of the AoR is stated in your topping-up agreement.

The AoR is to be completed electronically, printed out and then signed by you and your employer. A valid employer confirmation must be attached to the scanned AoR. The template for the employer confirmation with precise instructions can be found at www.returning-experts.de (Downloads). The scanned AoR along with a scanned copy of the employer confirmation must be sent by email to the advisor who is responsible for you.

The AoR is confidential and will be used only for internal purposes.

Thank you for your cooperation. We wish you success in your personal and professional life and look forward to receiving your AoR.

Your CIM team for Returning Experts



Agreement on Results (AoR)

Personal Data of the Returning Expert

Last name,
First name

CIM
applicant
no.

Funding
period

Sex

male

female

no mentioned category

Workplace Data

Country

Sector

Employer's name and address

Web page

Expert's professional function

Contact person

Last name, first name

Email

Phone number

1. CURRENT WORKPLACE SITUATION

What is your current workplace situation? Please describe it with reference to your task. Explain what the current key challenges are.



2. KNOWLEDGE SHARING

What knowledge and which experiences that you acquired in Germany can contribute to the solution of these challenges?



3. COMMONLY AGREED KNOWLEDGE SHARING OBJECTIVES AND ACTIVITIES

Which objectives did you agree on with your employer? Please indicate at least two objectives.	Which activities do you plan to carry out to achieve the mentioned objectives? Please indicate at least two (knowledge sharing) activities per objective.	Until when? Please indicate a date.
Objectives	Activities	Date
Please indicate here an objective that you would like to achieve through your knowledge sharing.	Please describe a knowledge sharing activity that you carry out in order to achieve this objective. Please enter your second knowledge sharing activity.	dd.mm.yyyy dd.mm.yyyy
Please indicate here a further objective that you would like to achieve through your knowledge sharing.	Please describe a knowledge sharing activity that you carry out in order to achieve this objective. Please enter your second knowledge sharing activity.	dd.mm.yyyy dd.mm.yyyy
Please enter here further objectives (optional).	Please enter here further activities (optional).	dd.mm.yyyy

Place,	Date	<hr/> Returning Expert	Place,	Date	<hr/> Employer (Superior)
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