

## Press release

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# **BMW Group and ESMT Berlin enter fourth year of Change Maker Fellowship to shape leadership for a digital future**

**Now in its fourth year, the successful partnership between BMW Group and ESMT Berlin continues to evolve. The BMW Group Change Maker Fellowships, launched in 2022, are being extended in 2025 to include ESMT's full-time MBA and MSc programs alongside the global online MBA and will focus on shaping leadership for a digital future.**

For the upcoming academic year, eight fellowships will be offered:

- two fellowships for the full-time MBA program (January 2026 intake)
- two fellowships for the MSc programs (October 2025 intake) and
- four fellowships for the global online MBA program (October 2025 intake).

This expansion marks an important shift in the collaboration between the BMW Group and ESMT. By investing in students across the business school's degree programs, the BMW Group will support a broader and more diverse group of future leaders with strong backgrounds in mathematics and technology. These individuals will be uniquely positioned to drive positive change in business and society by bringing innovative thinking to real-world challenges in a rapidly evolving digital landscape.

Ilka Horstmeier, Member of the Board of Management of BMW AG, responsible for people and real estate, and labor relations director, emphasized the importance of this commitment. She said, "We are delighted to partner with ESMT to foster the next generation of Change Makers. Bold innovations require bold individuals. Through our commitment to additional ESMT programs, we are investing in future leaders."

Applicants must have an academic or professional background in mathematics or technology-related fields and be citizens or permanent residents of Germany, India, Portugal, Romania, or South Africa or hold refugee status in Germany. MSc and full-time MBA applicants must also be aged 30 or younger on September 1, 2025.

When applying for the BMW Group Change Maker Fellowships, candidates will be asked to answer the following question: The BMW Group seeks to actively shape the future of mobility; what aspect of a digital future fascinates you the most and why?

In total, the BMW Group currently employs around 10,000 people worldwide in IT & software development. It has been pooling the company's IT expertise in IT and software hubs worldwide since 2008. In addition to the locations in Germany, South Africa, the USA, Portugal and China, there are now two more in Romania and India. The hubs have their own distinctive tech culture and a high degree of autonomy, making them attractive places to work for regional talent pools. For this reason, BMW Group is offering the 2025 Change Maker Fellowships with a focus on digitalization to select countries of its BMW Group IT-Hub network.

ESMT President Jörg Rocholl commented, “The Change Maker Fellowships continue to deepen our shared mission with BMW Group: to foster tech-savvy leaders capable of driving meaningful, global change.”

Since their inception, the Change Maker Fellowships have emerged as a strategic initiative positioned at the crossroads of societal responsibility and global talent development. They reflect BMW Group and ESMT’s shared commitment to unlocking potential and guiding individuals toward meaningful, high-impact careers.

More information on the fellowship and the application process may be found [here](#).

### **The BMW Group**

With its four brands BMW, MINI, Rolls-Royce and BMW Motorrad, the BMW Group is the world’s leading premium manufacturer of automobiles and motorcycles and also provides premium financial services. The BMW Group production network comprises over 30 production sites worldwide; the company has a global sales network in more than 140 countries.

In 2024, the BMW Group sold over 2.45 million passenger vehicles and more than 210,000 motorcycles worldwide. The profit before tax in the financial year 2024 was € 11.0 billion on revenues amounting to € 142.4 billion. As of 31 December 2024, the BMW Group had a workforce of 159,104 employees.

The economic success of the BMW Group has always been based on long-term thinking and responsible action. Sustainability is a key element of the BMW Group’s corporate strategy and covers all products from the supply chain and production to the end of their useful life.

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### **About ESMT Berlin**

ESMT Berlin is a leading global business school with its campus in the heart of Berlin. Founded by 25 global companies, ESMT offers master, MBA, and PhD programs, as well as executive education on its campus in Berlin, in locations around the world, online, and in online blended format. Focusing on leadership, innovation, and analytics, its diverse faculty publishes outstanding research in top academic journals. Additionally, the international business school provides an interdisciplinary platform for discourse between politics, business, and academia. ESMT is a non-profit private institution of higher education with the right to grant PhDs and is accredited by AACSB, AMBA, EQUIS, and ZEvA. It is committed to diversity, equity, and inclusion across all its activities and communities. [esmt.berlin](https://esmt.berlin)

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