**Website structure and contents**

**\*Homepage:\***

- Introduction about the company

- Brief introduction to the firm's mission and commitment.

- \*Featured Projects:\*

- \*Call to Action:\*

- Encourages visitors to explore the site and contact the firm.

**\*About Us:\***

- \*Founding Story:\*

- Detailed background on the establishment of the firm.

- \*Vision and Values:\*

- Clearly articulated vision and core values.

- \*Team Profiles:\*

- Introduction to key team members and their roles.

**\*Services:\***

- \*Leadership and Capacity Developmeny:\*

- Link for saepare page on the details

- \*Project Cycle Management

- Link for saepare page on the details

**\*News and Stories**

- \*Testimonials

- Quotes from clients, partners, and beneficiaries.

- \*Upcoming Trainings

- Regularly updated content on the firm's activities, industry insights, and relevant news.

**\*Get Involved:\***

- \*Collaborate with Us:\*

- Information for potential partners and collaborators.

- \*Join Our Team:\*

- Job opportunities and information on internships or volunteer opportunities.

**\*Resources:\***

- \*Reports and Publications:\*

- Access to whitepapers, research findings, and publications.

- \*Training Materials:\*

- Resources for capacity-building programs.

**\*Contact Us:\***

- \*Office Location:\*

- Physical address and contact details.

- \*Contact Form:\*

- Online form for inquiries.

- \*Social Media Links:\*

- Links to the firm's social media profiles.

**\*Partnerships:\***

- \*Current Partners:\*

- List and details of current partners.

- \*Become a Partner:\*

- Information on how organizations can collaborate with the firm.

**KASE Consulting Plc- 2024**

**Professional development for Humanitarian workers and organizations**

**Company Profile:**

Introduction:

KASE Consultancy is a leading consulting firm specializing in providing comprehensive consultancy and training services to humanitarian organizations in Ethiopia. With a strong commitment to transforming and enhancing the capacity of our clients, we strive to make a positive impact in the humanitarian and development sector. Our team of experienced professionals bring a wealth of expertise, innovation, and strategic insights to enable our clients to effectively address the complex challenges they face in the sector.

By partnering with us, organizations can harness our expertise and effectively address the complex challenges faced in the humanitarian sector, ultimately making a positive impact on the population they serve.

We are founded by seasoned professionals with solid knowledge and the operating landscape in the aid sector and its trends, and ready to share their decades of experiential learning for organizations and interested professional.

**Vision:**

Our vision is to be the trusted go-to consulting firm in Ethiopia, renowned for our expertise in humanitarian sector. The fast-paced, volatile, and constantly changing operating environment calls for better ways of delivering business. We aim to play a significant role in empowering our clients to respond effectively to the needs of vulnerable populations, demonstrate accountability to their donors and staff.

**Mission:**

At KASE Consultancy plc, our mission is to provide high quality, diverse and tailored professional services to humanitarian organizations. We are dedicated to empowering our clients with innovative solutions, strategic guidance, and technical expertise, enabling them to maximize their impact and create positive change in the communities they serve. We strive to bridge the gap in expertise, systems and tools.

**Our Services**

1. Strategic Planning and Fund Raising
2. Organizational Governance and Development
3. Leadership and Management Capacity Development
4. Training on Fundamentals of Managing Projects
5. Training on evolving concepts for principled and inclusive humanitarian action
6. Project Management consultancies
7. Capacity enhancement to foster the ‘localization of Aid agenda’
8. Humanitarian professionals hiring and development service
9. **Strategic Planning and Fundraising**

**We can help you in developing and review of organizational strategy, translate them to offers, and how to market your strategy to potential stakeholders.**

**Our offers:**

* Lead or facilitate participatory processes for strategic plan development
* Undertake stakeholder and partners mapping
* Produce succinct strategy document for internal and external stakeholders
* Develop guideline on strategy operationalization, periodic review and reporting
* Assist in developing fundraising strategies to mobilize resources to achieve strategies
* Assist in forging and nurturing partnerships with diverse stakeholders

1. **Organizational Governance and Development**

**We can help you in strengthening your organizational governance, structure and systems. We can assist you in introducing change and transformation processes aimed at having ‘fit for purpose’ structure, improved ways of working between functions, developing benchmarks to objectively evaluate performance of functional units. We can assist you in developing important polices, guidelines and frameworks to improve governance. We can assist you in addressing team motivation and performance challenges.**

**Our offers:**

* Co-creating organizational development and change initiatives
* Advising on governance structures, compliance with regulatory requirements, and ethical practices.
* Co-facilitating session on team motivation and alignment
* Reviewing strategies, structures, systems and ways of working
* Setting KPI for core functions and units
* Developing essential policy guidelines and strategies

1. **Leadership and Management Capacity Development**

**How confident are you on the competencies of your middle-level managers and leaders to effectively inspire and manage others for better performance?**

**Our offers:**

* Developing performance management tools and guidelines
* Design 360 evaluations, tailored capacity building programmes on priority competencies
* Training on Leadership and Management Essentials for non-profit leaders
* Experiential sharing and Guest speaker on prioritized governance, leadership and management challenges
* Independent convenor to facilitate peer-learning session

1. **Training on Fundamentals of Project Management**

* **We build capacity of humanitarian and development workers with basic tools and techniques in sound project management. Help in having harmonizes** 1-1 and group coaching for middle and senior managers

**approaches in your organization.**

**Our offers:**

* Training on fundamentals of project cycle management
* Training on core competencies required for project managers- soft and hard skills
* Cross-functional collaboration in grants cycle and operations management
* Contemporary challenges in project management
* Training on proposals and business report writing

1. **Training on minimum sector standards and complementary concepts for principled, accountable humanitarian action**

**We provide basic knowledge on contemporary concepts such as protection mainstreaming, safeguarding, cross-cutting issues governing humanitarian action. We can equip humanitarian staff on minimum sector standards and accountability/quality frameworks.**

**Our offers:**

* Training on Essentials of Humanitarian program design and management, including the following topics>
  + Code of conduct and Governing International laws and principles in humanitarian action
  + Protection centrality in humanitarian interventions
  + Concept of accountability to crisis affected population, Inclusion, diversity, equality in humanitarian actions
  + Concept of safeguarding and protection for humanitarian actors
  + Refresh staff and managers on governing core competency frameworks for humanitarian workers
* Training on SPHERE minimum standards and Core Humanitarian Standards on Quality and Accountability

1. **Consultancies on Project Cycle Management**

**Do you need expertise support to do primary data collection to identify and analyse needs, develop a proposal or require an independent structured review of projects achievement towards planned outcomes and document the lessons learnt?**

**Our offers:**

* Quantitative and Qualitative Data collection, needs assessment and analysis
* Development and review of donor proposals
* Structured mid-term review and evaluation of projects based on recognized frameworks
* Independent monitoring and evaluation of donor funded projects
* Independent service in managing and supporting project delivered by a third party

1. **Localization of Aid- Independent due diligence and tailored capacity building**

**We can help funding or prime agency in doing independent due diligences of a potential local partner, provide need based capacity development for local partners. We also welcome visionary leaders of local NGOs leaders who are determined to make their organization become a partner of choice – we can co-create development programmes.**

**Our Offers:**

* Core Principles of Partnership- shared accountability, transparency in humanitarian action
* Accountabilities expected from LNGO and CBOs
* Tailored capacity development session and systems development for local NGOs
* Humanitarian funding landscape and trends- Agility in resourcing humanitarian action through a mix of relationship building, prepositioning, demonstrate accountability and quality delivery
* Independent due diligence on behalf of donors and/or prime agencies

1. **Humanitarian professionals hiring and development service**

*We will partner with other likeminded HR organization and help you find the right talent. Our engagement includes head-hunting of talents, conducting preliminary interviews and provide shortlist of candidates for final vetting by the hiring agency.*

*If you are a young professional interested to join the humanitarian sector or aspiring to advance your career, and seeking coaching services in your communication, presentation and interview skills, please come and talk to us and you will help you through need-based coaching and mentoring services.*

**Core Values:**

**1. Customer Service:**

We approach our work with deep empathy and respect to our customers, and co-create innovative solutions to practical challenges.

**3. Collaboration and Partnership:**

We believe in the power of collaboration and actively seek partnerships with NGOs, government agencies, local organizations and similar consulting firms to maximize our impact.

**4. Ethical Practices:**

Integrity and ethical conduct are at the heart of our operations. We uphold the highest standards of transparency, accountability, confidentiality and fairness.

**4. Adaptability and Learning**

We embrace adaptability and continuous learning, recognizing that the humanitarian landscape is dynamic, and our solutions must be responsive and agile.

**Why Choose KASE Consultancy**

We bring deep understanding of Ethiopia's socio-economic and cultural landscape, and evolving trends. We provide customized and practical approaches that address specific challenges faced by humanitarian organizations. We have proven track record of delivering successful projects funded by diverse donors, demonstrated achievement in organizational growth, and leading by strategy. We provide beyond theoretical framework and principles and focus on hands-on, practical takeaways from lived experiences.

- **Ethical Practices:** we uphold the highest standards of transparency and ethical conduct in all our endeavours. Our clients can trust that every project is executed with integrity, accountability, and a focus on long-term positive outcomes.

**Approach:**

At KASE Consultancy, we adopt a client-centred approach, working in close collaboration with our clients to understand their unique challenges and develop tailored solutions. We leverage local knowledge, expertise, and partnerships to provide high- quality service. We thrive for a social good by focusing on contemporary priorities learnt from our years of successful engagement in the sector

1. Team Profile

Our purpose is to leverage our expertise and local insights to guide and support humanitarian organizations in Ethiopia. Our diverse team consists of seasoned professionals with a wealth of experience in the humanitarian work, strategic management, program and operations management, community engagement, and more. Together, we bring a holistic approach to consultancy, combining international best practices with local insights. To achieve these, we are equipped with the below seasoned professionals:

**Founders:**

Over 20 years of extensive and progressive experience in humanitarian work in Ethiopia, and other Africa countries.

Extensive experience in designing and delivering successful projects, achieving organizational growth and leading by strategy. Successful implementation of numerous humanitarian programs in the sectors of food security, health, education, water and sanitation, and protection. Led several process improvement efforts for operational efficiency.

Lead and trainer on leadership and management capacity development projects, trainers on project cycle management for senior experts and leaders in the sector.

Through their dedication to contribute for improvement in delivery of humanitarian and development projects, KASE Consultancy has established itself as a consulting and training for the not for profits sector in Ethiopia.

KASE has part-time specialists in Marketing and Administration; Finance Specialist; ICT and Human Resource. We also bring the following experts as affiliate members, whenever deemed necessary

**Affiliate Members**

|  |  |
| --- | --- |
| **Professionals** | **Experience and Expertise** |
| Humanitarian Programming Advisors | Emergency Preparedness and Response  DRR; Cash and Voucher programming ; Trainers on governing principles |
| Protection and Inclusion Specialist: | Specialized knowledge in gender-sensitive and inclusive humanitarian practices. Experience integrating gender perspectives into program design and implementation. Solid experience in protection activities ( CP, GBV etc) |
| Sector Specialists: Food Security and Agriculture; Public health and nutrition; WaSH | Experience designing and delivering sectoral programs in the humanitarian and development sector. Knowledge of good practices and innovations in the sector. Participants in SPHERE guideline development and certified trainers |
| Monitoring and Evaluation Advisor: | Skilled in developing robust monitoring and evaluation frameworks.  Analytical mind-set in assessing project impact and effectiveness.  Conversant on Evaluation frameworks in emergency and development projects. Proficient in data collection and analysis. |
| Communication and Advocacy Specialist: | Expertise in developing communication strategies for humanitarian initiatives. Skilled in advocacy, storytelling, and media engagement to raise awareness. |
| Humanitarian Supply Chain Specialist | Strong background in logistics and supply chain management for humanitarian operations. Knowledge of local logistics challenges and effective solutions. Skilled in developing policies and guidelines |
| Finance and Administration Specialist: | Financial management experience in humanitarian organizations. Skilled in budgeting, financial reporting, and donor compliance requirements. Skilled in developing policies and guidelines |
| Human Resources Specialist | Certified human resource professional; Skilled in developing policies, guidelines on strategic HRM |

**Key Clients:**

KASE Consultancy aims for a wide range of clients, including international and local non-governmental organizations, donor agencies, government agencies, and community-based organizations engaged in humanitarian and development work. Professionals in the sector are our clients as participants of the program in different form.

**Contact us:**

Whether you are an NGO, government agency, or a local organization seeking impactful solutions, KASE Consultancy is ready to collaborate with you. Reach out to us to explore how our consultancy and training services can contribute to the success of your humanitarian initiatives. Join hands with KASE Consultancy as we navigate challenges, create opportunities, and foster positive change in Ethiopia's humanitarian landscape.

For inquiries and partnership opportunities, please contact us at:

Address: **N/Laftto, Woreda 11, Addis Ababa**

Phone: **+251-926-171-170**

Email: **inquiry@kaseconsult.com**