



amc | ALMACO
Management
Consultants Ltd



ALMACO Management Consultants Ltd. is a management consultancy firm founded in 1996, with corporate offices in Nairobi, Kenya and in the United Kingdom. ALMACO provides management consulting services in the socio-economic sectors including health, trade, private sector development, entrepreneurial development and training. The firm works through a core team of in-house consultants, thirty local associate consultants and a network work of international consultants ensuring access to a broad and diverse technical expertise as needed. ALMACO has strategically positioned itself as a provider of high quality and timely services; a strategy that is in line with the firm's vision and mission founded on a firm belief that clients deserve value for money.

VISION

A preferred partner working with governments and development partners to foster economic and social empowerment.

MISSION

To provide unmatched professional management consultancy services that exceed client's expectations, using flexible approaches and motivated staff that respond to a constantly changing environment.

FIRMS VALUES

Our business is anchored on four core values:

- **Professionalism-** We are passionate about everything that we do
- **Integrity-** We strive to maintain the highest levels of transparency and honesty
- **Innovation-** We are always pursuing new approaches of doing what we do
- **Respect and diversity -** We value and respect our clients and staff



Technical support to community based organisations

FIRM COMPETENCES

The firm's technical competences have been developed in line with the four sectors we serve. The firm has established a pool of thirty health sector consultants, five trade sector and private sector consultants and two entrepreneurial development and training consultants. Our consultants are identified and selected on the basis of their technical qualifications, international and local experiences, and assignment delivery record.

Specific areas of technical competencies include:

- Governance and leadership
- Organisational development
- Strategic and operational planning
- Programme/project design and management
- Grant management
- Financial management
- Procurement and supply chain management
- Risk management
- Trade policy and strategy development and implementation
- Trade facilitation
- Private sector policy and strategy development and implementation
- Entrepreneurial policy and strategy development and implementation
- Public- private partnership
- New business start-ups and development
- Training needs assessment
- Training, coaching and mentorship

WHAT WE DO

HEALTH SECTOR

Since 1996, ALMACO has partnered with national governments, development partners, the private sector and non- governmental organisations to address health sector challenges that affect universal access to health. Weak national health and community systems constitute a key challenge to provision of quality health services. The national governments are allocating more resources to the sector to address declining health indicators in most developing countries and the need to achieve the Sustainable Development Goals (SDGs).

ALMACO provides technical assistance in the areas of:

- Funding proposal development
- Governance and leadership
- Institutional development capacity building and training
- Grant management
- Financial management
- Procurement and supply chain management
- Monitoring and evaluation and Programme management

Financial Monitoring Workshop, Armenia



Grant & Financial TA Team DoH, Philippines



KEY PAST AND CURRENT PROJECTS

Resource Mobilisation:

- ALMACO staff led a team of 3 international and local consultants to syndicate a total of USD 250,000 for the Zanzibar Global Fund Country Coordinating Mechanism.
- ALMACO staff assisted the Kenya Coordinating Mechanism (KCM) to develop Round 7 HIV/AIDS funding proposal to the Global Fund resulting in approval of USD 120 million grant to Kenya.

Grant oversight and management:

Grant oversight and management: Contracted /Subcontracted by The Global Fund, Grant Management Solution (GMS) or Technical Facility for East Africa (TSF) ALMACO consultants were involved in consultancy assignment to strengthen grant oversight, grant and financial management, procurement and supply chain management and monitoring and reporting capacity to manage Global Fund grants in over 16 countries including *Armenia, Bhutan, Egypt, Ghana, Jamaica, Lesotho, Namibia, Nepal, Nigeria, Sierra Leone, Somalia, South Africa, South Sudan, Tanzania, The Philippines, Uganda, Zambia, Zanzibar,*

GF Orientation Workshop, Bhutan



Health systems strengthening:

Contracted by Ministry of Health, Kenya and The World Bank, ALMACO led the financial thematic group supporting decentralisation of health services in Kenya. This was a key component of the National Health Sector Strategic Plan (NHSSP), 1999-2004 whose theme, was decentralisation of health services to the districts.

Baseline Survey on PMTCT & MHC, Kenya



Evidence based planning and decision making:

ALMACO has conducted over a dozen baseline studies in maternal health care and neonatal, and project evaluations all intended to aid evidence based planning and decision making.

Evaluatio of Obstertics Project in Kenya



Health sector policy development:

Contracted by Ministry of Health, Kenya and JICA, ALMACO developed the school health policy and implementation strategy for Kenya, and conducted a study on blood transfusion system in Kenya.

CBOs training on grant proposal development and & managment, Sudan



Community health systems strengthening:

In 2011 ALMACO collaborated with Continental Development Alliance (CDA) in strengthening capacity of community based organisations in the health sector in Sierra Leone to develop funding proposals as well as monitor donor funded projects. In 2009, similar services were provided to community based organisations in South Sudan with the objective of empowering them to implement Global Fund programmes.



TRADE SECTOR DEVELOPMENT

Trade development is recognized as a major contributor to economic growth and job creation in developing countries. Governments allocate substantial national resources to create an enabling environment for trade expansion, including favourable regulatory frameworks, policies, strategies and institutional infrastructure. Trade facilitation, an area where ALMACO has developed substantial expertise in the past, has now gained more prominence with the new WTO agreement on Trade Facilitation. This, and the fact that the implementation of trade facilitation related projects is one sure way of countries improving their annual “Doing business indicators” is translating to increasing public sector work on trade facilitation. Development partners are channelling budgetary and technical support to national governments and regional trade development institutions for trade development. ALMACO provides governments with technical support to expand trade and contribute to economic growth. The primary services we provided in this area include:

- Trade policy: Review, assessment and development
- National export strategy : Review and development
- Trade facilitation: Review and development

KEY PAST AND CURRENT PROJECTS

National Facilitator for the Joint Integrated ITC/UNCTAD/WTO Programme for technical Assistance to Selected Least Developed and other African Countries (JITAP):

This was a three year project aimed at developing capacities of these countries for negotiating multilateral trade agreements including implementation aspects of the WTO agreements.

Development of National and Sector Export Strategies:

ALMACO assisted the Ministry of Trade and Industry in Kenya to develop the national exports strategy, coffee sector, fish and fish products, horticultural sector exports strategies.

In 2011 ALMACO undertook consultancy to assist the Government of Uganda to evaluate its National exports strategy (NES 2008-2012) and to develop the NES 2012-2015

National Coordinator, Trade Facilitation Project in Kenya:

This was a three year project aimed at improving the policy and regulatory business environment in Kenya with a view to reducing the cost of doing business and making Kenya a competitive country.

One of Almaco’s consultants was involved in the development of National export strategies in many parts of the world including: Nigeria, Sierra Leone, the Gambia in West Africa; South Africa ,Botswana, Swaziland, Namibia in Southern Africa; Kenya, Uganda, Tanzania, Zanzibar in East Africa; Belize, Jamaica, Grenada, St Vincent & the grenadines ,Dominica in the Caribbean and FIJI, Tonga and Samoa in the South Pacific

PRIVATE SECTOR DEVELOPMENT

Driven by the realization that the private sector is better placed to lead economic growth, developing countries are committed to private sector development through promoting supportive regulatory frameworks, policies, infrastructure and institutions to attract private investments. These measures are also supported by development partners through budgetary and technical assistance support. ALMACO works with developing countries to promote private sector growth by providing technical assistance in the following areas:

- Private sector policy development
- Private sector strategy development
- Public- private partnership development
- Programme design and implementation



KEY PAST AND CURRENT PROJECTS

Development of the Botswana private sector strategy:

This was a short term assignment to provide technical assistance to the Government of Botswana and the Botswana Confederation of Commerce, Industry and Manpower (BOCCIM) to develop a Private Sector Development Strategy (PSDS). The assignment brought together all public and private sector organisations and other stakeholders involved in private sector development. One of our consultants was involved in the development of private sector development strategy in Zanzibar and Tonga

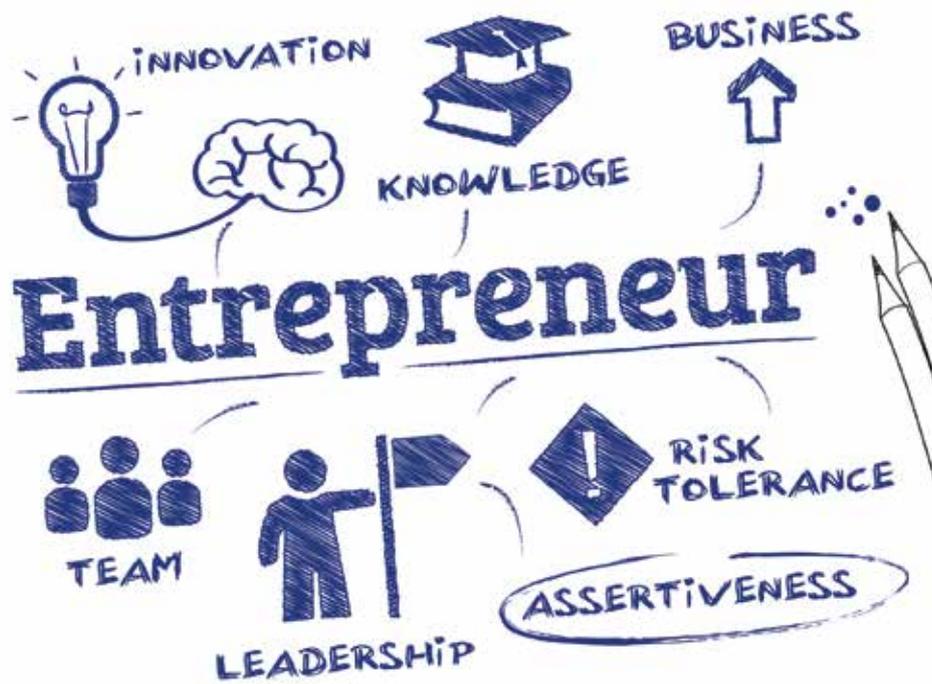
Reviewing the Kenya Diagnostic Trade Integration Study (DTIS):

The assignment involved

- Assessment of past performance, identification and analysis of key constraints to greater integration of Kenya into the world trading system, specifying opportunities for improving trade performance, and a proposal for policy reforms including priority public investment needs to deepen integration and
- Support the implementation of Kenya's trade and export development strategy by helping the government to coordinate, harmonize and increase the efficiency of donors' technical assistance and project support in the area of trade.

Management of Challenge fund:

One of our Team leaders was a consultant for the US\$26million Trade Mark East Africa Challenge Fund for 3 years (2012-2015) where he was responsible for the award of grants on innovative trade projects covering all the East African countries of Burundi, Kenya, Rwanda, Tanzania, and Uganda.



ENTREPRENEURIAL DEVELOPMENT

The challenge of declining employment opportunities in the public and private formal sector has created pressure on governments to promote the informal private sector as an alternative source of employment with remarkable success in developing countries. Programmes that support the youth and women to engage in economic activities are being supported by governments and development partners. However progress in entrepreneurial development programmes is hampered by lack of entrepreneurial and business management skills. Entrepreneurial development services that assist the youth and women to create and manage enterprises are therefore required. Further, governments, private firms, NGOs and many other organizations need to be effective and competitive in whatever they are engaged in. This calls for continuous innovation in their respective organizations, institutionalizing innovation as a culture that ultimately produces consistent positive commercially viable outcomes, and encouraging entrepreneurship within their respective organizations. Entrepreneurship basically entails treating individuals or teams within an organization as entrepreneurs, and hence allowing them to take ideas, develop them and bring them to fruition on their own. ALMACO works with governments, development partners, NGOs and CBOs to address these changes by providing tailored technical services in:

- Entrepreneurial programme design and management
- Training, coaching and mentorship
- Entrepreneurship

Monitoring and Evaluation of the Micro and Small Enterprises Technical and Training Project; This was a world Bank funded project implemented by the Government of Kenya that aimed to institutionalize the Micro and Small Enterprise Training and Technology Project through:

- i) Development and implementation of conducive entrepreneurial policies,
- ii) Provision of skills and appropriate technology to MSEs and
- iii) Improvement of managerial capacity of MSEs institutions. ALMACO conducted mid-term evaluation of the project



Participants in a training group discussion

TRAINING

Training is a major component of the technical assistance services we provide to our clients especially those involved in grant and programme implementation.

We provide training in various aspects of grant implementation including:

- Governance and leadership
- Grant and financial management,
- Procurement and supply management
- Monitoring and evaluation
- Training of Trainers
- Entrepreneurship training

WHERE WE WORK

GEOGRAPHICAL COVERAGE

Starting as a firm operating in Kenya, the firm has expanded its geographical coverage to three continents; Africa, Asia, Eastern Europe, the Caribbean, South Pacific. Specific countries where the firm has provided technical assistance services in the three continents are:

- **Africa:** Botswana, Burundi, Egypt, Ethiopia, Ghana, Jamaica, Kenya, Lesotho, Malawi, Mauritius, Namibia, Nigeria, Rwanda, Sierra Leone, Somalia, South Africa, South Sudan, Swaziland, Tanzania, the Gambia, Uganda, Zanzibar, Zambia, Zimbabwe,
- **Asia:** Bhutan, India, Malaysia, Nepal and the Philippines
- **Eastern Europe:** Armenia
- **Latin America and the Caribbean:** Belize, Dominica, Jamaica, Grenada, St Vincent & the Grenadines, Trinidad & Tobago
- **South Pacific:** Fiji, Tonga, Samoa

ALMACO is a regional partner for East Africa under the Grant Management Solution (GMS), a project providing technical assistance to countries implementing Global Fund programmes.

OUR CLIENTS

Over the years the firm's clientele has grown to include international development agencies, public sector organisations, private sector organisations and Non-Government organisation across the 4 sectors. The firm's clients include:

- The Global Fund
- The World Bank
- United States Agency for International Development (USAID)
- Japan International Cooperation Agency (JICA)
- The Swedish International Development Cooperation Agency (SIDA)
- The European Union (EU)
- The World Trade Organization (WTO)
- UNCTAD
- The International Trade Centre (ITC)
- UKAID/DFID
- Commonwealth Secretariat
- South-South Institute, Canada
- UNDP
- Management Sciences for Health (MSH)
- Nathan Associates (US-based)
- Health Life Services Partnership (HLSP) of the UK
- Ministries of Health in several countries
- Ministries of Trade and Industries in various countries
- Non-Government Organisations, Community based-organisations and Faith-based organisations.



Collaboration networks

We believe in collaboration with international, regional and national organisations through which knowledge and new approaches are shared for the benefit of clients. We therefore collaborate with several technical service providers including:

- Management Science for Health/Grant management Solutions
- HLSP
- Nathan Associates Inc
- Nathan Associates London Ltd
- Network of Technical Assistance Providers
- Continental Development Alliance
- Decisive Aggregates Botswana Pty
- QMES Sierra Leone Ltd
- Konoin Ventures Canada

ALMACO is a founder member of the Network of Technical Assistance Providers (NTAP), a network of ten firms based in Africa, Asia and Latin America and the Caribbean. NTAP members have common history and experiences that is more than just a network based on a virtual database of technical consultants. The NTAP members have worked together for five years through Grant Management Solutions, and have successfully collaborated informally on a number of projects. NTAP members adhere to a common code of ethics and high level of professionalism and quality, with a peer review process ensuring clients get the results for which they pay.

Our Approach

Realising that socio-economic development requires the efforts and effective participation of all stakeholders, as well as evidence- based decisions in policy and programme formulation and implementation, the firm has invested in development of expertise needed to respond to these demands. The firm therefore embraces and guides clients in application of multi-sectoral, sector-wide, public- private partnership approaches to policy and programme formulation, implementation and monitoring

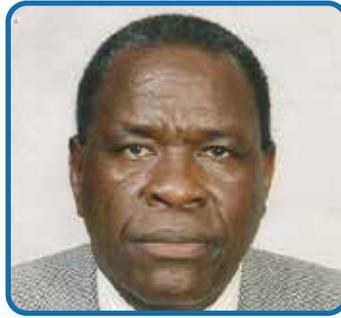


THE TEAM



Nyachien'ga Nyamache; MBA, CPA(K), CPS(K)

Nyachienga Nyamache is a management consultant focusing on governance and leadership, institutional development, strategic management, financial management and project management. He has vast experience gained in the health sector development and management while working with health services policy makers, managers and providers in the last 15 years. He has provided consultancy services in various countries including Armenia, Bhutan, Egypt, Kenya, Lesotho, Namibia, Nepal, Nigeria, Somalia, South Sudan, The Philippines, Tanzania, Uganda, Zambia and Zimbabwe. Mr. Nyamache is the Managing Director, ALMACO



Dick Mochache; PhD

Dick, is a procurement and supply management (PSM) expert as well as a specialist in institutional development, strategic planning and governance. He is currently involved in consultancy in the areas of procurement and supply chain management, quantification, and grant consolidation of pharmaceutical needs, costing, budgeting and development of PSM plans. He has provided technical assistance in several countries including Cyprus, Ghana, Iraq, Jordan, Kenya, Sierra Leone and South Sudan. He is associate consultant with ALMACO



Jennifer Kaahwa; MBA, MA

Jennifer is a health systems specialist with strong skills in organizational development, governance and leadership, global fund principal recipient support, program and financial management of grants, monitoring, evaluation and reporting, training and proposal development. She has been involved in supporting Global Fund implementers on financial management and risk management assessments and strengthening, concept note development and grant making in many countries including Burundi, Ethiopia, Kenya, Mauritius, Nigeria, Seychelles, South Africa, Tanzania, Uganda, and Zanzibar. She is an associate consultant with ALMACO.



Caroline Njue; PhD

Carolyne Njue is a trained public health specialist with over 10 years' experience in management, international development, and monitoring and evaluation. She has led and been a part of teams providing technical support to various, bilateral, multilateral, government agencies and NGOs. She has conducted research, monitoring and evaluation assignments in sub-Saharan Africa including in fragile and post-conflict environments. Carolyne has worked in several countries including Kenya, Rwanda, Uganda, Angola, Benin, Sudan, Burkina Faso, Nigeria, Ethiopia, Ghana, Liberia, Madagascar, Mali, Mozambique, Senegal, Zambia, Somalia and Sudan. She is an associate consultant with ALMACO.



Tom Omurwa; MBA

Tom is a specialist in design and implementation of monitoring and evaluation systems, management information systems including databases, baseline studies and health systems research. He has extensive knowledge and application in a wide range of statistical and data management packages including SPSS and ACCESS. He has consulted in the East and South African region including Ethiopia, Kenya, Rwanda, Tanzania, and Uganda. He is an associate consultants with ALMACO.



Olusola Ajibona; MSC, MBA.

Olusola specializes in the area of program financial management (funds flow disbursement, financial accounting and reporting system, internal control systems development, banking and reconciliation systems and documentation, development of financial manuals, grants consolidation and Single Stream Funding); He has been involved in grant making process and documentation support to principal recipients (coordinating and preparing application documents i.e. budgets, PSM and M & E documents for submission to GAC, responding to TRP comments, preparing application narratives, application budget). He is a Licensed Global Fund Oracle Dashboard Installer. He is an associate consultant with ALMACO



Nick Njoka; MBA, B. Pharm

Nicholas is a health and development consultant in various areas, including governance and leadership; procurement and supply management; strategic planning and management; and performance monitoring. Has provided technical assistance in Eritrea, Ethiopia, Ghana, Jamaica, Lesotho Kenya, Mauritius, Namibia, Nigeria, Sierra Leone, South Sudan, Sudan, Tanzania, The Gambia, Uganda, Zambia and Zimbabwe. He is an associate consultant with ALMACO.



Aimtonga Amani Makawia; MA

Ms. Makawia is a development professional with over 15 years of experience in program management, monitoring and evaluation (M&E) that including planning, design and management, evidence based decision making approach, knowledge management and learning. She also has a proven expertise in gender equality, mainstreaming, knowledge of VAC programming, knowledge management, capacity development and institutional strategic planning using different methodologies including results-based management approach, right-based approach to development methodologies. Makawia has provided technical support to a number of countries including Angola, Burundi, Ivory Coast, Kenya, Lesotho, Namibia, Nigeria, Swaziland, South Africa, Malawi, Rwanda, South Sudan, Sudan, Tanzania, Uganda, Zambia, and Zimbabwe. She is an associate consultant with ALMACO.



Wambui Kimeria; LLB,ACCA

Wambui is a Finance and Audit Specialist with over 10 years' experience in financial systems strengthening; external audit and assurance; design and implementation of internal control systems; developing internal audit plans; conducting internal audit risk-based assignments; project financial planning including but not limited to execution of costing and budgeting techniques, accounting and chart of accounts design and has experience in running and overseeing roll out of Accounting ERP systems. She has consulted in Kenya, Uganda, Tanzania, Rwanda, Ethiopia, Malawi, Mozambique, South Africa, Zimbabwe, Ghana, Niger, Burkina Faso and Zambia. She is an associate consultant with ALMACO.



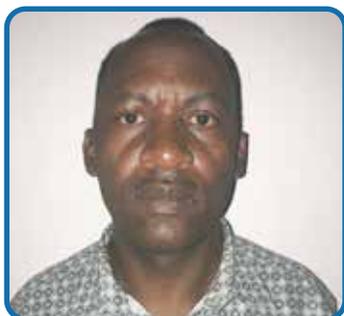
Bina Valaydon; PhD, MSc

Dr Bina Valaydon is a health specialist with technical expertise in health sector reform (SWAp), organizational development and overall health systems strengthening. Her areas of expertise further include: monitoring and evaluation, stakeholder engagement, program design and team leadership including technical report writing and editing. She has extensive experience in HIV and AIDS: prevention, institutional development, governance /leadership, strengthening of coordinating mechanisms - at both country and regional levels - and also at the implementer's level (Principal Recipient/PR). She has over 16 years' experience in providing technical support in developing countries including Mauritius, Seychelles, Madagascar, Union des Comores, Bangladesh, Mozambique, Zanzibar (Tanzania), Rwanda, Nigeria, Senegal and Southern-African region. She is an associate consultant with ALMACO



Nazir Kurfi; MDS, MBA

Nazir specialises in design and implementation of the internal audit function, design of financial management systems, grant making, costing and budgeting. He provided consultancy service to a number of development partners including Grant Management Solutions, and DFID. He was part of the team assisting Nigeria in the Global Fund grant making for the TB/HIV and Malaria grant. He was responsible for development of the internal audit plan as well as risk management. He is an associate consultant with ALMACO.



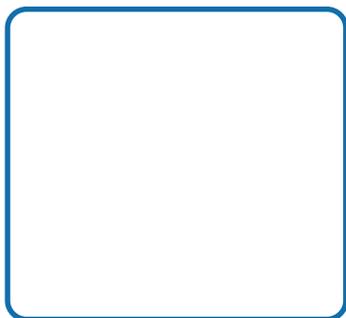
David Kiongo

David is a monitoring and evaluation (M&E) specialist with extensive training and experience in public health and data analysis. David has over 20 years' experience in health management information systems; routine immunization (RI), communicable disease surveillance, prevention and control; M&E of Maternal and Child Health; Nutrition; Sexual and Reproductive Health and Rights; and TB and HIV/ AIDS water and sanitation. David has supported Expanded Programme on Immunization (EPI) programme serving as a statistical officer, Program M&E officer for EPI surveillance, routine immunization (RI) and supplemental immunization activities) SIA in Kenya. He has worked in Democratic Republic of Congo, Ethiopia, Kenya, Liberia, Malawi, Nigeria, Rwanda, Somalia and Tanzania. She is an associate consultant with ALMACO.



Emmanuel Ochai; MRes

Emmanuel, a monitoring and evaluation expert specializes in development of national and institutional M&E plan; strategic information management; M&E system assessment and strengthening; data quality assurance, and surveys and; project review and impact evaluation. He is currently involved in supporting Global Fund grant implementers in assessment and strengthening programmatic and M&E systems in different countries. He has worked in Botswana, Ivory Coast, Kenya, Liberia, Nigeria, Sierra Leone, and Zambia. He is an associate consultant with ALMACO.



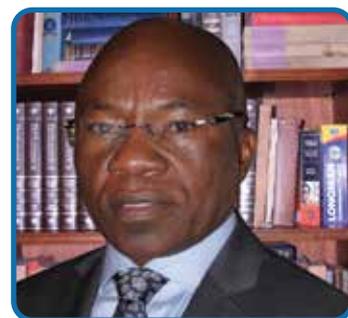
Julie Tumbo

Julie has over 20 years' experience in planning, managing, implementing and providing expert technical advice in development cooperation programs which focus on health, human rights, livelihood, education and other aspects within Africa. She has previously led multi-sectoral teams of consultants, Government, Civil Society and other Non-State stakeholders to research, evaluate, plan and implement development cooperation initiatives in various countries in Africa. Julie has worked in Kenya, Tanzania and Zanzibar. She is an associate consultant with ALMACO.



Paul Iyaji; MSc, B.Pharm

A procurement and supply chain management, Paul specialises in design of procurement and supply chain management systems; PSM system assessment and strengthening; development of PSM and operations manuals and; procurement plan. He is currently involved in consultancy in the areas of procurement and supply chain management, quantification, and quality assurance, costing, budgeting and development of PSM plans. He has worked in Liberia, Nigeria and Sudan. He is an associate consultant with ALMACO.



Isaac Njoroge; BCom, MA Economics, CPA(K)

Isaac is a Trade development and private sector development expert. He has specialised in development and implementation of trade policies, the implementation of agreements arising from multilateral and bilateral trade negotiations on market access and management of trade development funds. He served as a Trade Advisor at the Commonwealth Secretariat for 8 years providing technical support to 32 Commonwealth countries in Africa, Asia, South Pacific and the Caribbean. Between 2012 and 2015, Isaac was the Team leader and Fund Manager at the US\$26million Trade Mark East Africa Challenge Fund. He is the Technical Director, Trade and Private Sector Development Division.



Fred Mairura; PhD

Dr Mairura has over 30 years' experience as an educator, educational planner and trainer in both the formal and informal settings not only in the private sector, but also in the public sector. He was Chairman of Entrepreneurship Department and Head of Marketing at Karatina University and Lecturer of Entrepreneurship and Management Studies at Moi University. He has wide range of experience design, implementation and monitoring & evaluation of micro and small enterprise training. He is the Technical Director, Entrepreneurship and Training Division.



Robina Omosa; MBA CPA(K)

Robina has competences in financial accounting, with excellent grasp of accounting principles and standards; financial reporting both statutory and internal, audit of systems & internal controls and information technology. She has provided consultancy services in Kenya, Tanzania, South Sudan, Ethiopia, Zambia and Dubai.



Charles Ondieki; PhD

Charles consults in the areas of project management, entrepreneurship, technology transfer, monitoring & evaluation and technical and management training. He has been involved in several consultancies including drafting of the policy document on the MSE sector in Kenya, material of which was included in the Sessional Paper No 2 of 2005 on MSE Development; the Private Sector Forum on behalf of the Confederation of Informal Sector Organizations (CISO); monitoring & evaluation of a JICA sponsored Third Country Training Program at JKUAT; monitoring and evaluation of the Micro and Small Enterprise Training and Technology Project (MSETTP) - a World Bank project with the Government of Kenya.



Elijah Manyara; Bcom

Elijah has over 25 years' experience in trade development including trade facilitation, international trade negotiations and regional trade development. He has been involved in developing Kenya's position papers on WTO agreements and led Kenyan negotiation delegations to WTO Geneva. He has also been involved in regional trade negotiations in the East African Community and the COMESA region. He is an associate consultant with ALMACO.



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