



ASSOCIATION OF FORMER INTERNATIONAL CIVIL SERVANTS (AFICS – KENYA)



Photo credit: Wikipedia

Consultancy Services



**UNITED NATIONS
OFFICE AT NAIROBI**
The UN Headquarters in Africa



Introduction

At AFICS-Kenya Consultancy services we are committed to focusing on our clients and delivering great outcomes for them. The AFICS Consultancy vision is very clear; we aim to be recognized as a leader, a trusted partner and adviser in our areas of expertise and competency. One of our advantages is that we are a multidisciplinary service, meaning that we are able to enhance performance, refine skills and streamline processes through interaction among our team members with their combined expertise, thus ensuring not only a more efficient service but also a higher quality of advice and support. Our team is broad-based, independent and impartial and will work with our clients to enhance their capacities and capabilities in the delivery of their products and services. In short, we subscribe to Steve Jobs' philosophy that "Great things in business are never done by one person. They're done by a team of people". This is our belief and we are committed to it.

Amb. John. O. Kakonge
President, AFICS-Kenya

WHO WE ARE

The AFICS-Kenya Consultancy section is part of AFICS-Kenya, a non-governmental organization affiliated to the United Nations system. The Association draws its membership from among the citizens of many countries who reside in Kenya having served the United Nations and/or related organizations in Kenya and other regions of the world.

AFICS-Kenya provides consultancy services to governmental and non-governmental entities as well as to the private sector through its consultancy section, known as AFICS Consultancy services.

OUR OBJECTIVES

One of the main objectives of AFICS-Kenya is to maintain a multidisciplinary pool of experts for the provision of development-oriented services and skills-based voluntary assistance. The consultancy section offers a range of integrated professional services in a broad variety of areas concerned with sustainable development and related fields. AFICS-Kenya Consultancy aims to be a leader in the field of social and economic development by providing enhanced services that are cost-effective and of an extremely high quality.

OUR VISION

AFICS-Kenya Consultancy will provide quality services that match the highest expectations of our clients and partners. Moreover, we are determined to build long-term relationships with those clients and partners in order to enhance our service provision. We believe that our clients' success is our success.

OUR CORE VALUES

The core values of AFICS-Kenya Consultancy include:

- Treating our clients and partners with respect and dignity
- Supporting creativity and innovation
- Instilling honesty, integrity and business ethics into all aspects of our work
- Promoting fairness, diversity and equality
- Subscribing to a multidisciplinary work approach

OUR GOALS

Starting in Kenya, we intend to expand our services over time to other parts of East Africa and beyond, aiming:

- To develop a strong base of Kenyan clients and partners
- To build a solid reputation in the field of sustainable development and related areas
- To become a key player and partner in development

CONSULTANCY SERVICES

Our multidisciplinary team has experience and expertise in a wide range of fields, gathered from all the subregions of Africa and beyond, and is proficient in the design and implementation of development projects and programmes.

AFICS-Kenya Consultancy offers services in the following areas, among others:

- Capacity development and training
- Conferencing and events management
- Corporate governance
- Education and youth empowerment
- Environmental management and policy
- Finance management
- Gender issues
- Health
- Human resource management
- Humanitarian crises and disaster management
- Monitoring and evaluation
- Policy and research
- Population and statistics
- Resource mobilization
- Security and investigations

SUMMARY OF AFICS-KENYA CONSULTANCY COMPETENCIES

“In the business world, everyone is paid in two coins: cash and experience.
Take the experience first; the cash will come later.”

— Harold S. Geneen

Capacity development and training: training needs analysis, training design and delivery, training of trainers, workshop facilitation and organizational skills development.

Conference and events management: conference organization, including budgets, logistics, translation and report-writing, and negotiation with host country Governments.

Corporate governance: corporate governance review and analysis, training of corporate teams and board members, preparation of corporate governance reports, development of audit committees, assistance with accountability and internal controls, as well as implementation of audit and risk assessment reports.

Education and youth empowerment: assessment of education quality and relevance, qualitative research and evaluation, policy, capacity-building, materials development, gender and policy analysis in education, value-based education, life skills, rights, children and youth participatory skills and methods.



Environmental management and policy: environmental management and policy, environmental impact assessment, land-use planning, project management, oil and gas governance, including “resource curse,” climate change and media.

Power Africa Celebrates International Day of Women and Girls in Science
Photo credit: Power Africa

“If you think safety is expensive, try an accident.”

— Sir Stelios Haji-Ioannou

Finance management: financial analysis, accounting, cash flows, financial statements, management of accounts, budgeting and audits.

Gender issues: gender analysis, equality, rights, mainstreaming, empowerment and transformation, policy, capacity-building, gender-based violence, discrimination, gender-based harmful practices and gender issues in humanitarian situations.

Health: health economics, health financing, health systems performance assessment, health research systems, health sector policy, guidelines and strategy development, public-private partnerships, integrated disease surveillance and response, capacity-building for rapid response teams, International Health Regulations (IHR) implementation and assessment.

Human resource management: recruitment and selection, appointments, human resource policies and practices, skills development, performance appraisals, job evaluation and grading, human resource information systems and personnel dispute settlement.

Humanitarian crises and disaster management: humanitarian and disaster preparedness, risk assessment, mitigation, response and recovery, capacity development for emergency and disaster management and resilience programmes, business continuity plans and logistics, disaster medical management plans and systems, capacity-building and redeployment of medical personnel for disaster areas and emergency medical evacuations.

Monitoring and evaluation: evidence-based and results-based monitoring and evaluation plans, tools and indicators, programme and policy relevance, efficiency, effectiveness, impact and sustainability, and lessons learned;

Policy and research: policy development and analysis, policy dialogue, policy impact assessment, strategy development and analysis.

Population and statistics: population and socioeconomic statistics, capacity-building for national population statistical data systems, statistical sample survey methods, population and socio-economic databases.

Resource mobilization: resource mobilization strategy and analysis, identification of resource requirements and funding sources, resource utilization and maximization.



Policy and research discussion
Photo credit: Flickr/ ILRI

Security and investigation: design and implementation of integrated security management systems and procedures; security surveys and assessments; security risk identification; security audits; asset security; physical security and access control; security training; fraud prevention, detection and reduction; investigation; forensic fraud identification and examination; fraud risk management; procurement

fraud; organized crime and cyber-crime investigation; computer security and computer crime investigation.

AFICS-KENYA'S CONSULTANCY EXPERTISE AND BRIEF BIOGRAPHIES

“My greatest strength as a consultant is to be ignorant and ask a few questions.”

— Peter Drucker

Capacity development and training

Highly experienced experts with over 25 years of experience in conducting capacity development needs assessments for national Governments and international organizations. Extensive experience in designing capacity development plans and supporting their implementation for strengthening human resource knowledge, abilities and skills and re-engineering institutional structures and processes such that organizations can more efficiently meet their missions and goals in a sustainable manner. That capacity development experience spans the areas of finance management, environmental management, health economics, health systems diagnosis and strengthening, education, productivity analyses, disaster management, security management, policy analysis, research, and monitoring and evaluation.

Conference and events management

- Highly qualified and senior manager at the United Nations with over 20 years of worldwide experience in organization, budgeting, logistics, administration and implementation of United Nations conferences.

Corporate governance

- Senior expert with over 15 years of experience in working closely with governing bodies on corporate governance matters, helping them to stay abreast of best practices in the evolving world of corporate governance and corporate responsibility. This expert has also been involved in shareholder partnership agreements, corporate planning, advisory services, secured transactions, asset securitization and franchising agreements and, in addition, has provided advice on issues of delegation and the management of conflicts of interest, as well as practices and procedures for shareholder meetings.

Education and youth empowerment

- Experienced national and regional consultant with over 30 years of experience in education policy, research and evaluation with a focus on education quality and relevance. The consultant has extensive experience in capacity-building, materials development, gender and policy analysis in education, value-based education and life skills, children and youth rights, children and youth decision-making participation and methods, and access to socio-economic opportunities and development.

Environmental management and policy

- Senior expert with 30 years of experience in environmental management and policy, working with the United Nations Convention to Combat Desertification in those countries experiencing drought and/or desertification, particularly in Africa. Extensive experience in developing environmental policies, environmental income-generating projects for young people and the application of lessons learned for replication in African countries as well as in organizing high-level multilateral environmental meetings, particularly on oil and gas management and climate change. The expert's work has been published widely in scholarly journals on environmental issues.

“The best way to escape from a problem is to solve it”

— Brendan Francis

Finance management

- Senior consultant in financial management with over 35 years of working experience in finance, accounting, budgeting, procurement, project design, implementation, evaluation and general management and administration. Extensive experience gained from various United Nations, government, private, public and donor entities, including in financial oversight for the World Health Organization (WHO) in 46 African countries with a combined budget of US\$ 1.3 billion.

Gender issues

- Highly experienced gender experts, with over 25 years of experience in gender issues across Africa, who are skilled in gender analysis, equality, rights, empowerment, gender mainstreaming and transformation, gender policy, capacity-building, prevention and management of gender based harmful practices and gender issues in humanitarian situations as well as very extensive experience in research, analysis, policy advocacy and strategic interventions on issues that have an impact on the health and socio-economic status of adolescent girls and women, such as gender discrimination, gender-based violence, early marriage and unwanted pregnancy.

Health

- Senior health economist and practice manager with 22 years of national and international experience in health systems, health economics, financing and social protection, policies and strategies and extensive experience in health systems performance assessment, including national health accounts, health research and policy analysis. A prolific writer and author, with over 120 peer-reviewed articles in journals on the subject of health systems, including economics, ethics and research.
- Highly experienced senior health consultant and practitioner, with over 30 years of national and international experience in health management, disease surveillance, prevention and control, who has contributed to the development of national and international technical guidelines and training materials on integrated disease surveillance and response, and has coordinated and participated in emergency preparedness and rapid response teams training in WHO African region countries, including for

the control of outbreaks of Ebola virus disease, Marburg virus disease, Rift valley fever, cholera, avian influenza and nodding disease among others. Broad regional experience in conducting country assessments and building capacities for multi-sectoral implementation of International Health Regulations.

Human resource management

- Highly experienced expert, with over 30 years of experience in human resource management including personnel recruitment and administrative services for field personnel for UN-Habitat projects in Africa, and Asia and the Pacific, who has vast experience in the development and management of human resource policies and practices, skills development, performance appraisals, job evaluation and grading, and human resource information systems.

Humanitarian crises and disaster management

- Highly experienced and resourceful humanitarian consultant with tremendous breadth of 20 years of experience in emergency preparedness, risk assessment, mitigation, response and recovery, capacity development for emergency and disaster management programmes, preparation of business continuity plans and resilience-building.
- Senior operations manager and logistics specialist with over 25 years of experience in humanitarian and refugee operations, including third country resettlement, voluntary repatriation, natural disaster emergency support to internally displaced persons, camp management and camp coordination, provision of emergency shelter and non-food items.
- Highly resourceful expert in emergency and disaster medicine, with over 15 years of national and international



International Aid workers enter a West African village to explain how to combat Ebola
Photo credit: Idrissa Soumare / IFRC

experience, who has worked extensively in the development and implementation of disaster medical management plans and systems, capacity-building, deployment of medical personnel in disaster areas and in emergency medical evacuations.

Monitoring and evaluation

- Senior and experienced consultants, with over 20 years of experience in programme design, implementation and evaluation, who have worked extensively in monitoring and evaluation of Government, United Nations funded and non-governmental organization programmes in Africa. Highly experienced in the design of monitoring and evaluation plans and indicators, they have wide-ranging knowledge and skills in the application of quantitative and qualitative methodologies in monitoring and evaluation.

Policy and research

- Senior international consultant with 22 years of experience in policy development and analysis, policy dialogue, policy impact assessment, strategy development and analysis, research in health economics (demand, supply, national accounts, financing, economic evaluation, efficiency), and social sector systems performance. Also has extensive experience in social policy and systems research, including the analysis of the economic impact of disease to inform decision-making, policy development and planning in Africa.

Population and statistics

- Experienced regional expert in population and socio-economic statistics, with over 25 years of diverse experience spanning 24 African countries. Highly skilled and knowledgeable in design and capacity-building for population and socioeconomic statistics, national population statistical data systems, statistical sample survey methods, establishment and maintenance of population and socio-economic databases.

Resource mobilization

- Highly resourceful consultant, with 20 years of experience in resource mobilization strategy and analysis, identification of resource requirements and funding sources, resource utilization and maximization, including significant experience in conducting research for preparation of country profiles for donor funding, donor profiling, factsheet development, tracking and reporting to Governments on financial contributions to and by United Nations entities.

“Many people are not ready to pay for advice they can use, so the few that do break boundaries and soar higher”

— Bernard Kelvin Clive.

Security and investigations

- Senior security and investigations consultant, with over 35 years of experience in administrative and criminal investigations in international organizations, and the public and commercial sectors, who is highly specialized in the design of integrated security planning and management systems, security surveys and assessments, security risk identification, security audits, training, policies, crisis management plans, crime prevention and control, asset security, physical security, access control and vehicle surveillance systems.
- Senior consultant with over 18 years of experience in anti-fraud policy, fraud prevention, fraud detection processes and systems, forensic fraud examination and investigation, corruption and bribery identification, prevention and management, organized crime investigation, extortion, blackmail, property crime and cybercrime investigation.



Technology helping us to fight crime

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