

VERSION 3.0

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IMPACTA CONSULTING-COMPANY PROFILE

RESEARCH | CAPACITY STRENGTHENING | GENDER TRANSFORMATIVE
PROGRAMMING | M&E | CURRICULUM DEVELOPMENT

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EXECUTIVE SUMMARY

IMPACTA Consulting is a Somalia- and Somaliland-based research and development consulting firm with over six years of proven operational experience in fragile, post-conflict, and transitioning environments. Established to strengthen the bridge between knowledge generation and practical implementation, IMPACTA delivers high-quality, evidence-based, and gender-transformative solutions that enhance institutional effectiveness and sustainable development outcomes.

Our firm specializes in research and knowledge production, civil society organizational capacity strengthening, gender transformative programming, monitoring, evaluation and learning (MEL) systems, and curriculum development. We work closely with international NGOs, national networks, women-led organizations, and community-based institutions to ensure programs are locally grounded, inclusive, and impact-driven.

Operating across Somalia and Somaliland, IMPACTA combines deep contextual understanding with rigorous methodological standards. We prioritize participatory approaches, ethical research practice, and locally led solutions to ensure ownership, sustainability, and measurable results. Our work has supported leading organizations such as Oxfam, Save the Children, CARE International, ActionAid, NAGAAD Network, TAAKULO Somali Community, Somaliland Women's Resource Center, and Save Somali Women and Children.

Through a strong commitment to integrity, gender equity, accountability, and technical excellence, IMPACTA continues to position itself as a trusted partner for organizations seeking high-quality consultancy services in the Horn of Africa.

ABOUT IMPACTA:

Established: 2020
Head Office: Hargeisa, Star Area
Operational Coverage: Somaliland & Somalia

IMPACTA Consulting was founded in response to the growing demand for contextually grounded, technically rigorous, and gender-responsive consultancy services within Somalia and Somaliland. The firm was established by development practitioners committed to strengthening civil society institutions, improving program quality, and generating actionable evidence that informs policy and practice.

Over the past six years, IMPACTA has evolved into a multidisciplinary consulting firm delivering integrated services across research, institutional strengthening, monitoring and evaluation, and curriculum development. Our approach is rooted in participatory engagement, ensuring that communities, civil society actors, women-led organizations, and marginalized groups are meaningfully involved in shaping programs that affect their lives.

We recognize that sustainable development in fragile contexts requires more than technical expertise—it requires cultural sensitivity, conflict awareness, local leadership, and systems thinking. As such, IMPACTA embeds gender-transformative frameworks, safeguarding standards, and adaptive learning methodologies into all assignments.

Our institutional model is built on:

- Strong local presence and networks
- Partnerships with women-led and grassroots organizations
- Evidence-driven programming
- Results-oriented performance frameworks
- Ethical and accountable research practices
- Commitment to localization and capacity transfer

IMPACTA’s strength lies in combining global best practices with local insight, ensuring that every assignment contributes not only to immediate project outputs but also to long-term institutional resilience and community empowerment.

VISION, MISSION & CORE VALUES

VISION

To be a leading research and development consulting firm advancing equitable, gender-transformative, and evidence-driven change across the Horn of Africa.

MISSION

To strengthen institutions, generate knowledge, and design transformative programs that enhance resilience, accountability, and social justice.

CORE VALUES

- Integrity
- Inclusion
- Accountability
- Evidence-driven practice
- Local leadership
- Gender equity

CORE SERVICE AREAS:

Service Area	Description	Key Deliverables
Research & Knowledge Generation	Rigorous qualitative and quantitative research designed to inform policy, programming, and strategic decisions.	<ul style="list-style-type: none"> • Baseline, midline, endline studies; • Needs assessments; • Gender analysis; • Policy research; • Impact studies; learning reviews; • Data analysis reports
CSO Capacity Strengthening	Institutional strengthening support to improve governance, systems, leadership, and sustainability of civil society organizations.	<ul style="list-style-type: none"> • Capacity assessments; • Strategic plans; • Governance frameworks; • Financial systems tools; • Policy manuals; • Leadership coaching
Gender Transformative Programming	Design and integration of gender equity and social norms change strategies into programs and institutions.	<ul style="list-style-type: none"> • Gender audits; • Gender mainstreaming strategies; • Safeguarding frameworks; • GBV prevention programming; • Women's leadership models
Monitoring, Evaluation & Learning (MEL)	Development of results-based management systems and evidence-driven performance tracking mechanisms.	<ul style="list-style-type: none"> • Theory of Change, and logframes; • Indicator tracking tools; • Monitoring plans; • Evaluation reports;
Curriculum & Training Development	Development of structured, participatory, and context-relevant training materials and institutional learning tools.	<ul style="list-style-type: none"> • Training manuals and facilitator guides; • Leadership curricula; • Awareness toolkits; • capacity-building modules;

GEOGRAPHIC EXPERIENCE

IMPACTA has successfully implemented assignments across:

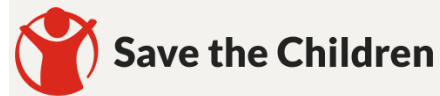
- Somaliland (Hargeisa, Borama, Burao, Erigavo, Las Anod)
- South Central Somalia
- Puntland (project-based assignments)

Our contextual expertise enables conflict-sensitive, culturally appropriate, and community-centered approaches.



KEY PARTNERS & CLIENTS

Over the past six years, IMPACTA has worked with leading national and international organizations, including:



SAMPLE OF PROJECT EXPERIENCE

Below is a professional case study table template.

Assignment Title	Client	Assignment Date	Location	Scope / Focus Area
Governance Review and Policy Development for the Somali Humanitarian Hub (SHH)	Somali Humanitarian Hub	Jan – Apr 2025	Somalia	Institutional governance review; policy development; organizational strengthening framework
Standard FGM/C Manual for Community Dialogues and Schools	The Girl Generation / ActionAid International	Mar – Nov 2025	Somalia & Somaliland	Development of standardized FGM/C training manual; curriculum design; community dialogue framework
Community Advocacy Planning Strategy	SOMREP Consortium (Contracted by Oxfam)	Nov – Dec 2024	Somalia	Advocacy strategy development; stakeholder mapping; influencing roadmap
Manual on Integrating FGM into Other Programs	NAFIS Network	Mar 2023	Somalia	Cross-sectoral FGM mainstreaming manual; program integration framework
NAGAAD Network Country Strategy (2018–2022)	NAGAAD Network	2018 – 2022	Somaliland	Strategic planning; institutional visioning; multi-year results framework
Legislative Review of the Sexual Offences Bill, Press Law, and Policy Act	Human Rights Centre & International Media	Sept 2024	Somaliland	Legal analysis; policy review; legislative reform recommendations
Human Rights and Social Cohesion Training Manual	Plan International (through NAFIS Network)	July 2024	Somalia	Training curriculum development; social cohesion framework; human rights integration
Knowledge, Attitudes, and Practices (KAP) Survey on FGM in Hargeisa and Burao	Y-PEER	2024	Somaliland	Quantitative & qualitative KAP study; baseline evidence generation; analytical reporting
Climate Justice Advocacy and Influencing Strategy	Oxfam	Mar 2023	Somalia	Climate justice advocacy strategy; influencing framework; policy engagement roadmap

TEAM & TECHNICAL EXPERTISE



Dr. Brian Mwangi – Research & Knowledge Generation Specialist

Dr. Brian Mwangi is a Kenyan research and policy analysis expert with over 8 years of experience designing and leading mixed-methods studies across East Africa, particularly in fragile and development contexts. He holds a Master of Arts in Development Studies from the University of Nairobi. Brian has led baseline, midline, and endline evaluations, policy research, and impact assessments for NGOs, government agencies, and regional networks, producing high-quality analytical reports that inform strategic programming and evidence-based decision-making.



Ms. Wanjiku Achieng – Gender Equality & Social Inclusion Specialist

Wanjiku Achieng is a Gender Equality and Social Inclusion (GESI) specialist with more than a decade of experience advancing gender-transformative programming, safeguarding systems, and women's leadership initiatives across humanitarian and development sectors. She holds a Master of Arts in Gender and Development from the Kenyatta University. Wanjiku has supported international NGOs and local women-led organizations to conduct gender analyses, develop GBV prevention frameworks, and integrate inclusive approaches into institutional strategies and program design.



Mr. David Ochieng – NGO/CSO Capacity Building & Institutional Development Expert

David Ochieng is an organizational development and civil society strengthening consultant with over 12 years of experience supporting NGOs and community-based organizations in governance reform, strategic planning, and systems strengthening. He holds a Master of Business Administration (MBA) in Strategic Management from the Strathmore University. David has facilitated institutional capacity assessments, developed governance and financial management policies, and coached leadership teams to enhance compliance, sustainability, and donor readiness.



Ms. Fatma Noor – Disaster Risk Management & Humanitarian Response Specialist

Fatma Noor is a Disaster Risk Management (DRM) and humanitarian response expert with over 10 years of experience in emergency preparedness, resilience programming, and crisis coordination across the Horn of Africa. She holds a Master of Science in Humanitarianism, Aid and Conflict from the University of Manchester. Fatma has supported INGOs and humanitarian consortia in designing emergency response frameworks, conducting rapid needs assessments, and strengthening community-based disaster preparedness systems.



Ms. Sahra Mohamed – Social Work & Gender Specialist

Sahra Mohamed is a Somali gender and social development specialist with over 5 years of experience working with women-led organizations and community-based initiatives across Somaliland and Somalia. She holds a Bachelor of Arts in Social Work from the University of Hargeisa and a Master of Arts in Gender and Development Studies from the Kenyatta University. Sahra has led gender analyses, safeguarding integration processes, and community dialogue programs focused on FGM prevention, social cohesion, and women’s empowerment, combining grassroots engagement with policy-level advocacy.



Ms. Amina Hassan – Gender Equality & Inclusion Advisor

Amina Hassan is a Somali-Kenyan Gender Equality and Social Inclusion (GESI) advisor with over a decade of experience advancing inclusive programming in humanitarian and development contexts across East Africa. She holds a Master of Arts in Gender and Development from the University of Nairobi. Amina has supported INGOs and national CSOs in mainstreaming gender and inclusion frameworks, conducting intersectional vulnerability assessments, and strengthening safeguarding systems to ensure equitable access and meaningful participation for marginalized groups.