



**BIRIMO**  
CONSULTANCY



# COMPANY PROFILE

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OVERVIEW

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Birimo Consultancy is a Somali-led professional services firm with operational presence in Mogadishu and Kismayo. We offer specialized, context-sensitive consulting services to government institutions, international organizations, and donor agencies. Our expertise lies in developing legal and policy frameworks, conducting in-depth assessments, facilitating strategic trainings, and supporting monitoring, evaluation, and learning (MEL) processes.

With deep-rooted knowledge of Somalia's institutional structures and field realities, Birimo brings together governance insight, grassroots access, and analytical rigor to deliver sustainable solutions. Our growing portfolio includes advisory support in fisheries governance, marine resource management, coastal community development, and sustainable fisheries policy frameworks. We are committed to enhancing capacity in fisheries-related MEL, supporting regulatory reforms, and strengthening institutional mechanisms to foster resilient and equitable fisheries systems in Somalia.

MISSION

02

To deliver high-quality, evidence-based, and inclusive consulting services that enable public institutions, international partners, and communities to design and implement effective, accountable, and transformative programs, including in the fisheries and marine sectors.

VISION

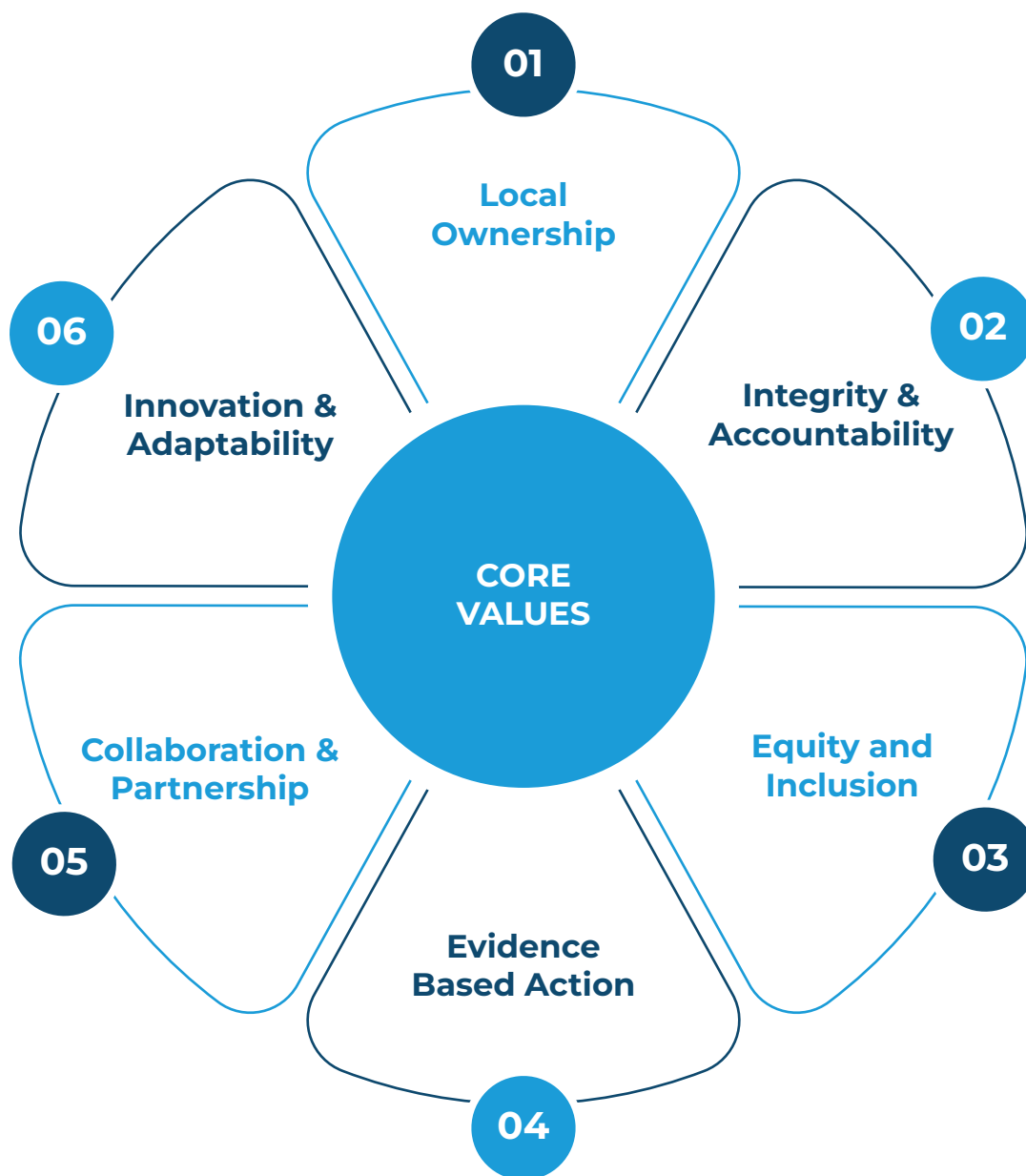
03

To be a leading Somali-owned consultancy at the forefront of policy innovation, institutional strengthening, and impact measurement in fragile and transitioning contexts across the Horn of Africa.



## CORE VALUES

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## HISTORY

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Birimo Consultancy was established in response to the growing need for locally driven, high-quality technical support across Somalia's development, humanitarian, and governance sectors. Founded by Somali professionals with extensive regional and international experience, Birimo is a legally registered firm operating under Somali law, with formal recognition by relevant national and regional authorities.

## HOW WE WORK

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At Birimo, we believe that development solutions must be inclusive, adaptable, and locally grounded. We engage stakeholders across all tiers—government ministries, implementing partners, and communities—to co-create sustainable pathways for reform and growth.

***Our work is driven by:***

- Rigorous project design and evidence-informed analysis
- Culturally aware and conflict-sensitive stakeholder engagement
- Systematic monitoring and adaptive learning practices
- Transparent, timely, and client-responsive service delivery

We deploy both in-house and affiliated technical experts with domain experience in governance, public policy, humanitarian systems, and civil society engagement.



## ORGANIZATIONAL STRUCTURE

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Birimo Consultancy operates with a lean, adaptive structure designed to ensure efficiency, agility, and responsiveness across Somalia and the broader Horn of Africa region. Our team is organized to deliver high-quality, context-sensitive solutions that respond to complex challenges in fragile and transitioning settings.

***Our organizational structure includes:***

- **Technical Services Division:** Leading work in research, monitoring and evaluation (MEL), climate change, gender and inclusion, legal advisory, and natural resource management.
- **Programs and Partnerships Unit:** Coordinates implementation, government engagement, partner collaboration, and project performance tracking.
- **Operations and Finance Team:** Manages logistics, procurement, financial oversight, compliance, and internal administration.
- **Communications and Reporting Team:** Oversees donor and technical reporting, knowledge dissemination, media engagement, and visibility efforts.

***Team Expertise and Leadership***

Birimo Consultancy is led by a Somali-founded, regionally engaged team of professionals with extensive experience in development, governance, and humanitarian programming. Our team includes:

- Policy advisors and legal experts
- Environmental and climate specialists
- Gender and social inclusion practitioners
- MEL professionals and data analysts
- Trainers, researchers, and institutional development experts

Our leadership combines deep local insight with exposure to international standards, ensuring our work is grounded, relevant, and impactful. Birimo also maintains a broad network of associate consultants, field staff, and research enumerators across Somalia and the wider Horn of Africa region—including Kenya, Ethiopia, and Djibouti—for rapid mobilization and cross-border initiatives.

***Our Scope of Work:***

Our work in Somalia focuses on locally tailored programming in:

- Environmental resilience and climate adaptation
- Gender and social inclusion
- Institutional and legal development
- Community-based research and needs assessments
- Capacity building for regional ministries and civil society organizations

OUR THEMATIC AREAS OF WORK

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01

Climate Change and Environmental Resilience



02

Research, Surveys and Assessments



03

Gender and Social Inclusion Mainstreaming



04

Policy and Legal Framework Development



05

Capacity Building and Institutional Training



06

Monitoring, Evaluation and Learning (MEL)



07

Reporting & Strategic Communication



# 1. Climate Change & Environmental Resilience

## Overview

Somalia is highly vulnerable to the impacts of climate change, including recurrent droughts, flooding, deforestation, desertification, and coastal erosion. Birimo Consultancy supports governments, NGOs, and communities in building adaptive capacity, improving environmental governance, and enhancing resilience to climate shocks.

## What We Offer

- **Climate Risk & Vulnerability Assessments:** We conduct area-specific assessments to identify exposure to climate hazards and their impacts on livelihoods, infrastructure, and ecosystems.
- **Environmental Impact Assessments (EIA):** Our team evaluates potential environmental consequences of infrastructure, agriculture, and energy projects, aligning with national and donor standards.
- **Green Recovery & Climate-Smart Planning:** We support the design of climate-resilient development programs, especially in agriculture, water management, and natural resource governance.
- **Natural Resource Management (NRM):** We work with local stakeholders to promote sustainable practices in land use, forest conservation, and coastal resource protection.
- **Climate Finance & Policy Advisory:** We provide technical assistance for developing climate policies, accessing climate funds, and integrating climate considerations into public planning.

## Approach

Birimo combines scientific data with traditional ecological knowledge to ensure inclusive, evidence-based solutions. We prioritize community-led adaptation and support local institutions to lead environmental action.

### Impact Areas

- Enhanced drought resilience in pastoral and agro-pastoral communities.
- Integration of climate action into local development plans.
- Strengthened community capacity for environmental governance
- Gender-sensitive climate adaptation strategies.



## 2. Research, Surveys & Assessments

### Overview

Evidence-based programming begins with a deep understanding of local needs, contexts, and dynamics. Birimo Consultancy specializes in designing and conducting rigorous surveys, research studies, and assessments that generate actionable insights for governments, donors, and development partners across Somalia.

### What We Offer

- **Baseline & Endline Surveys:** We design and implement comprehensive project assessments to measure change over time, inform adaptive management, and validate impact.
- **Needs & Gap Assessments:** We identify service delivery gaps, infrastructure needs, and social challenges to guide strategic investments and humanitarian responses.
- **Market & Livelihood Assessments:** We study economic trends, value chains, and livelihood patterns—particularly in agriculture, fisheries, and informal markets—to inform resilience and recovery efforts.
- **Conflict & Stakeholder Analyses:** We examine power dynamics, community grievances, and actor mapping to support peacebuilding, reconciliation, and inclusive governance.
- **KAP Studies (Knowledge, Attitude, Practices):** Useful in health, education, and civic awareness sectors, our KAP studies help measure community behavior and inform social change strategies.
- **Hydrogeological Survey:** We assess groundwater availability and quality to guide sustainable water access and resource planning.

### Data Collection Approach

Birimo uses a mixed-methods approach—combining quantitative surveys with qualitative methods such as interviews, focus group discussions, and participatory tools. Our field teams are trained in digital data collection platforms (e.g., KoboToolbox, ODK), ensuring accuracy, speed, and data integrity even in remote or high-risk settings.

### Research Ethics & Inclusion

We apply rigorous ethical standards to ensure informed consent, confidentiality, and cultural sensitivity. Our assessments are inclusive of gender, age, and marginalized groups, allowing for nuanced understanding of diverse experiences.

### Impact Areas

- Informed humanitarian and development programming.
- Strengthened policy planning through reliable evidence.
- Community-centered research that amplifies local voices.
- Enhanced decision-making based on real-time data.

### 3. Gender & Social Inclusion Mainstreaming

#### Overview

In fragile and transitioning contexts like Somalia, achieving inclusive development requires intentional strategies to address systemic inequalities. At Birimo Consultancy, we work with public institutions, NGOs, and international partners to mainstream gender equity and social inclusion across programs, policies, and organizational systems.

#### What We Offer

- **Gender and Social Inclusion (GESI) Analyses:** We conduct in-depth studies to uncover structural barriers, power imbalances, and the differentiated needs of women, youth, persons with disabilities, IDPs, and minority groups.
- **Mainstreaming Support for Programs & Policies:** We embed gender and inclusion perspectives in program design, implementation, monitoring, and reporting — ensuring equitable outcomes for all target groups.
- **Safeguarding Frameworks & Gender-Based Violence (GBV) Prevention:** We help organizations develop and operationalize safeguarding policies, survivor-centered referral pathways, and staff training on GBV response and prevention.
- **Training & Organizational Capacity Development:** We offer tailored workshops for government, civil society, and donor partners to strengthen internal capacity on gender equity, disability inclusion, and participatory approaches.
- **Community Engagement & Empowerment:** We design inclusive outreach strategies that empower marginalized voices and ensure meaningful participation in decision-making processes.

#### Our Approach

Birimo applies intersectional analysis and rights-based frameworks in all GESI work. Our team ensures that programming doesn't just include women and excluded groups, but meaningfully transforms the systems that marginalize them. We prioritize local ownership and culturally relevant strategies.

#### Impact Areas

- Gender-responsive education and health programming.
- Inclusive economic development and livelihoods support.
- Reduced risks of gender-based violence in humanitarian contexts.
- Stronger policy environments for equality and social protection.

## 4. Policy and Legal Framework Development

### Overview

Robust legal and policy systems are fundamental to governance, service delivery, and sustainable development. Birimo Consultancy supports Somali government institutions, regional authorities, and development partners in crafting inclusive, contextually grounded, and implementable frameworks that respond to national priorities and international standards.

#### What We Offer

- **Policy Formulation & Strategic Planning:** We support the design of sector-specific policies, strategies, and action plans — from early concept development to final validation.
- **Legislative Drafting & Legal Reform:** Our legal experts work alongside lawmakers, ministries, and technical bodies to draft new laws, amend outdated legislation, and align frameworks with Somalia's provisional constitution, human rights norms, and sectoral standards.
- **Regulatory & Institutional Reviews:** We conduct legal audits and institutional assessments to identify gaps, overlaps, and compliance challenges, ensuring systems are efficient, transparent, and fit-for-purpose.
- **Stakeholder Consultations & Consensus Building:** We facilitate participatory policy development processes through public dialogues, technical working groups, and validation workshops that build legitimacy and local buy-in.
- **Localization of Global & Regional Frameworks:** We translate complex global agendas (e.g., SDGs, CEDAW, Sendai Framework) into practical national or subnational policies that reflect Somali realities.

### Our Approach

Birimo blends legal precision with political sensitivity. Our Somali-led team ensures that all frameworks are not only legally sound, but also culturally appropriate, institutionally feasible, and widely accepted. We prioritize inclusive engagement and capacity transfer to ensure sustainability.

#### Impact Areas

- Strengthened legal foundations for education, health, fisheries, land, and local governance.
- Enhanced accountability and rule of law in public administration.
- Legal empowerment of marginalized groups.
- Improved alignment of Somali policies with regional and global standards.

## 5. Capacity Building & Institutional Training

### Overview

Effective institutions require not only strong policies but also skilled people and systems to implement them. At Birimo Consultancy, we design and deliver tailored capacity building programs that strengthen public sector performance, civil society engagement, and community leadership across Somalia.

### What We Offer

- **Customized Training Programs:** We develop and deliver practical, sector-specific training modules for government officials, NGOs, CSOs, and community leaders, using adult learning principles and participatory techniques.
- **Organizational Capacity Assessments:** We conduct structured diagnostics of institutional capacity, leadership, staffing, systems, and tools — informing capacity strengthening strategies that are realistic and actionable.
- **Public Sector Performance Improvement:** We provide technical assistance in areas such as public financial management, planning and budgeting, HR systems, service delivery management, and accountability mechanisms.
- **Leadership Development & Change Management:** We offer coaching and mentoring support for senior leadership, helping institutions navigate change, improve coordination, and lead strategic reforms.
- **Curriculum Development & Localized Toolkits:** We design training content in Somali and English, integrating visual and experiential learning tools to ensure accessibility and retention across literacy levels.

### Approach

Birimo's training methodology emphasizes local ownership, peer learning, and practical application. We use simulation, role-play, case studies, and real-world scenarios to ensure that learning translates into improved practice. Trainings are always adapted to local context, needs, and resource realities.

### Impact Areas

- More responsive and accountable public service delivery.
- Strengthened capacity of ministries and local governments.
- Empowered civil society and grassroots organizations.
- Institutionalized learning cultures within partner organizations.

## 6. Reporting & Strategic Communication

### Overview

Clear, compelling, and evidence-driven communication is essential for accountability, visibility, and impact. At Birimo Consultancy, we help organizations turn complex data and field results into accessible reports, success stories, and strategic messaging that resonate with donors, policymakers, and communities alike.

### What We Offer

- **Donor-Standard Reporting:** We develop high-quality narrative, technical, and financial reports aligned with donor formats (e.g., UN, EU, USAID, FAO, etc.), ensuring compliance, clarity, and timely delivery.
- **Success Stories & Impact Narratives:** We craft real-life stories from the field that highlight the human impact of programs, using storytelling techniques, photos, and testimonies to engage both technical and non-technical audiences.
- **Strategic Communication Planning:** We support partners in developing communication strategies, messaging frameworks, and media engagement plans to improve outreach and visibility.
- **Knowledge Product Development:** We produce brochures, briefs, infographics, toolkits, and audiovisual content that translate technical information into accessible formats for wider dissemination.
- **Workshops & Visibility Events:** We facilitate communication capacity building and support the design and coordination of public events, launches, and media roundtables.

### Approach

Birimo's communications work is rooted in audience-awareness, evidence-based messaging, and contextual sensitivity. We maintain high editorial and design standards while ensuring all outputs reflect local voices and community realities.

### Impact Areas

- Improved donor relations through transparent and timely reporting
- Greater visibility of project successes and community outcomes
- Strengthened public trust and institutional credibility
- Enhanced internal learning through well-documented processes.

## 7. Monitoring, Evaluation & Learning (MEL)

### Overview

Monitoring, Evaluation, and Learning (MEL) is at the heart of effective program delivery, accountability, and adaptive management. At Birimo Consultancy, we provide MEL solutions that go beyond compliance—offering insights that improve performance, strengthen outcomes, and drive continuous learning.

### What We Offer

- **MEL Framework Design:** We design comprehensive MEL plans, logical frameworks (logframes), results frameworks, and indicator matrices tailored to specific donor and sectoral requirements.
- **Third-Party Monitoring (TPM):** Independent verification of project delivery and quality in hard-to-reach or high-risk areas, ensuring accountability and ground-truthing results for donors.
- **Outcome & Impact Evaluations:** We assess project effectiveness, relevance, efficiency, and sustainability—using mixed methods to capture both quantitative results and qualitative change.
- **Real-Time & Adaptive Monitoring:** We build feedback loops and data systems that allow partners to adjust programs based on real-time evidence and stakeholder input.
- **Learning & Knowledge Utilization:** We facilitate after-action reviews, learning sessions, and reflection workshops to help organizations internalize lessons and improve strategic decision-making.

### Approach

Our MEL philosophy is participatory, utilization-focused, and context-sensitive. We ensure beneficiaries, field staff, and stakeholders are involved in defining indicators, collecting data, and making sense of results. We use digital tools (e.g., KoboToolbox, Power BI) for efficiency, transparency, and accessibility.

### Impact Areas

- Greater accountability to donors and beneficiaries.
- Improved project design through feedback and evaluation.
- Stronger evidence base for scaling and replication.
- A learning culture embedded across institutions and partners.



PROJECTS

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SOME OF OUR PREVIOUS PROJECTS



**Fisheries Co-Management Pre-Implementation Project, Jubaland, Somalia.**



**LOCATION:**

Kismayo City, Lower Juba, Jubaland State.



**DATE:**

From September 1, 2023, to January 31, 2024



**CLIENT:**

Secure Fisheries, One Earth Future Foundation



**ACHIEVEMENTS/ACTIVITIES:**

- Delivered five practical training modules to cooperatives.
- Developed and used Somali visual toolkits and curriculum.
- Trained 38 participants from 15 fisheries cooperatives.
- Guided 12 cooperatives to adopt by-laws and finance tools.
- Promoted gender and elder involvement in governance.
- Conducted simulations, visual learning, and storytelling.
- Achieved 100% participation and certificate completion.

## SOME OF OUR PREVIOUS PROJECTS



### LOCATION:

Various districts within Jubaland State, Somalia



### DATE:

September 1, 2024 to November 30, 2024



### CLIENT:

Save the Children International  
(on behalf of the Ministry of Education, Jubaland)



### ACHIEVEMENTS/ACTIVITIES:

- Conducted education needs assessment in 7 districts.
- Collected data from 100+ primary and secondary schools.
- Led consultations with education officials and communities.
- Analyzed gaps in infrastructure, staffing, and materials.
- Produced GIS maps to identify service delivery gaps.
- Delivered validated findings to Save the Children and MoE.
- Supported ESP planning with evidence-based inputs.



## SOME OF OUR PREVIOUS PROJECTS



**Vulnerability Assessment of Climate Change Effects on Marginalized Rural Communities in Kismayo.**



### LOCATION:

Kismayo, Jubaland State of Somalia.



### DATE:

June 1, 2024 - June 30 2024



### CLIENT:

Ministry of Environment & Climate Change, Jubaland



### ACHIEVEMENTS/ACTIVITIES:

- Conducted baseline survey in 7 rural sites.
- Assessed climate risk: heat, rain, sea rise.
- Ran focus groups with local stakeholders.
- Captured indigenous knowledge inputs.
- Proposed tailored adaptation measures.
- Produced GIS risk maps, profiles.
- Delivered and validated all reports.

## SOME OF OUR PREVIOUS PROJECTS



### LOCATION:

Kismayo City, Jubaland State, Somalia



### DATE:

5 September – 3 October 2024



### CLIENT:

Food and Agriculture Organization (FAO) Somalia



### ACHIEVEMENTS/ACTIVITIES:

- Delivered 6 hands-on training modules.
- Certified 60 trainees from 20 cooperatives.
- Developed 20 action plans for post-harvest fish loss.
- Created full training curriculum and toolkit.
- 87% improved technical knowledge and skills.
- Drying racks & ice adopted by 15+ cooperatives.
- Notable reduction in fish spoilage and better hygiene.

## SOME OF OUR PREVIOUS PROJECTS



**Two-Week Capacity Building Workshop for Fisheries Cooperatives in Jubaland.**



**LOCATION:**

Kismayo City, Lower Juba, Jubaland State.



**DATE:**

05 October – 09 November 2024.



**CLIENT:**

Ministry of Fishery and Blue Economy.  
Jubaland State of Somalia.



**ACHIEVEMENTS/ACTIVITIES:**

- Delivered five practical training modules to cooperatives.
- Developed and used Somali visual toolkits and curriculum.
- Trained 38 participants from 15 fisheries cooperatives.
- Guided 12 cooperatives to adopt by-laws and finance tools.
- Promoted gender and elder involvement in governance.
- Conducted simulations, visual learning, and storytelling.
- Achieved 100% participation and certificate completion.



## SOME OF OUR PREVIOUS PROJECTS



### LOCATION:

Kismayo town (Alanley market, Dalxiiska, and Qudhaca Looska market)



### DATE:

11 November 2024 – 11 March 2025



### CLIENT:

Ministry of Fisheries and Blue Economy  
Jubaland State of Somalia



### ACHIEVEMENTS/ACTIVITIES:

- Mapped fish supply and demand in key markets.
- Analyzed market price trends and gaps.
- Identified cold chain and post-harvest issues.
- Assessed access barriers for artisanal fishers.
- Reviewed gender and youth roles in marketing.
- Engaged local traders and cooperatives.
- Delivered strategic planning recommendations.

At Birimo Consultancy, we are committed to delivering services that meet the highest standards of quality, integrity, and accountability. Our internal systems are designed to ensure that all engagements whether technical, research-based, or operational are executed ethically, transparently, and in alignment with international and national best practices.

### **Ethical Standards and Safeguarding**

We uphold strict ethical principles in all aspects of our work. These include respect for human rights, cultural sensitivity, informed consent, and non-discrimination. Birimo has institutional safeguarding policies that protect vulnerable populations—particularly women, children, persons with disabilities, and internally displaced persons (IDPs)—from harm, exploitation, and abuse.

We train our staff and partners on safeguarding procedures, ensure survivor-centered approaches to reporting and response, and embed accountability for ethical conduct at all levels of our operations.

### **Monitoring, Evaluation, and Learning (MEL) and Accountability Systems**

We view monitoring, evaluation, and learning (MEL) not as compliance tools, but as drivers of continuous improvement. Birimo applies utilization-focused MEL approaches that ensure every project is measured for relevance, impact, and sustainability.

#### **Our accountability systems include:**

- Participatory indicator development and target-setting
- Regular performance tracking using digital tools (e.g., KoboToolbox, Power BI)
- Feedback mechanisms for beneficiaries and stakeholders
- Transparent reporting to clients and communities
- Structured after-action reviews and learning sessions

### **Data Security and Confidentiality**

Given the sensitive nature of our work, Birimo takes data protection seriously. We have robust protocols in place to ensure the confidentiality, integrity, and security of all data collected and processed. This includes:

- Secure data storage systems and encrypted communication tools
- Controlled access to sensitive files and personal information
- Compliance with international data protection regulations (e.g., GDPR principles)
- Clear consent processes and anonymization techniques in research
- Staff training on data ethics and digital security

OUR IMPACT

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Through every engagement, Birimo translates complex challenges into actionable solutions. Our contributions have strengthened institutional governance, informed critical donor interventions, and amplified community voices through inclusive and participatory approaches. We are proud to support decision-makers with timely data, strategic advice, and reliable evidence that promotes long-term resilience and transformation.

LOOKING AHEAD

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As Somalia transitions through complex development and peacebuilding challenges, Birimo remains committed to strengthening local capacities, advancing policy innovation, and promoting inclusive progress. Our future goals include expanding regional coverage, investing in technology-enabled services, and building a center of excellence for research and governance consultancy.

## SOME OF OUR CLIENTS

### PARTNERS & NETWORK

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Birimo works in close collaboration with:

- Federal and State Government ministries
- UN agencies and multilateral donors
- International NGOs and humanitarian actors
- Research institutions and think tanks
- Community-based organizations and local networks

Our credibility is built on trust, technical precision, and sustained partnerships.



Food and Agriculture  
Organization of the  
United Nations



**USAID**  
FROM THE AMERICAN PEOPLE



**arche noVa**  
Initiative for People in Need



**Save the Children**



**BIRIMO**  
CONSULTANCY

## Get in Touch

Let's partner to shape responsive, impactful, and resilient systems together.



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Mogadishu  
Kismayo