

PROFILE

WHO WE ARE:

(a) Overview

KasmoDev is a development consulting firm, working in the Eastern and Horn of Africa countries, and has registered offices in Kenya, Ethiopia and Somalia. We provide human resources solutions and direct program delivery for government, private sector and International non-governmental clients. We pride ourselves operating in fragile and post-conflict environments, to serve underprivileged communities in hard-to-reach areas across the Horn of Africa and beyond. In areas where we are not directly present, we work through a network of professionals and partner organizations, carefully selected for their proven capacity, contextual understanding and unlimited accessibility to deliver results for our clients.

(b) Our vision

KasmoDev will be the leading provider of tailored human resources solutions and design and delivery of development programs in the Horn of Africa.

(c) Our mission

Through the engagement of qualified, ethical and diverse human resources, KasmoDev partners with public, private, and international development partners to offer context-specific analyses and program development and delivery solutions that bring a meaningful difference in fragile and post-conflict states.

(d) Our core values

- **The Pursuit of excellence** - we endeavor to provide the highest quality of services to our clients;
- **Integrity** - We uphold the principles of ethical, honest, and equitable conduct;
- **Accountability** - We take full responsibility for everything we do and remain accountable to the clients and communities that we serve.

WHAT WE DO

(e) Human Resources Solutions

Our human resources solutions have two major components: placing and managing KasmDev-vetted staff for clients and helping our clients attract the right people into their organization through robust recruitment procedures. KasmDev's screening and vetting processes involve rigorous background checks, unique referral, and accreditation systems designed for fragile contexts. Our star-based system of management of vetted staff is designed to minimize risks to client institutions.

KasmDev's analysis and rating system give clients insights into the capabilities, gaps, and potential risks associated with the staff and organizations they are considering partnering with. We deploy highly capable operations and program staff to design, start-up and manage programs for successful delivery.

Utilizing our network and thorough knowledge of the Horn of Africa region, our duty of care is solidly grounded in ensuring the KasmDev-managed staff (on our clients' projects) are protected and safeguarded from harm while delivering optimum outcomes for our clients' programs.

(f) Programme Development & Delivery Solutions

- ***Governance, public sector support, and engagement*** – We support governments and development partners in establishing and maintaining effective public sector through policy analysis and strategy development and dialogue. We also design and implement needs-based capacity building projects for ministries at national and sub-national levels as well as establishing and strengthening credible and capable institutions through advice and homegrown solutions.
- ***Food security, sustainable livelihoods, and resilience building*** – KasmDev's approach centers on identifying vulnerabilities and root causes of food insecurity and other humanitarian needs. We support our clients and partners in analyzing and implementing food security, relief, resilience, and sustainable livelihoods programs. We analyze natural and man-made disasters and humanitarian emergencies and their impacts on communities, and guide our partners on an appropriate response, including disaster risk reduction and resilience strengthening options for affected communities. We have expertise in designing, implementing, and managing both emergency relief and long-term food security, livelihoods and resilience building support programs.
- ***Market systems and private sector development*** - KasmDev experts have many years of experience in improving market functions to contribute to economic growth by promoting new investment, improved incomes and job creation. KasmDev teams have successfully implemented programs that use the 'making markets work for the poor' (M4P) approach and have delivered value chains analysis and development in the productive sector (e.g. crop agriculture, livestock, poultry and fisheries sectors). We provide capacity strengthening for both the private and public sectors in markets and private sector development. We also have wide experience in grants and fund

management and promote increase investment, create jobs and contribute to economic growth.

- ***Investment and business development***

- (i) *Economic development planning* - we work with both sub-national and national governments to develop broad-based economic development plans based on their competitive advantage and development priorities. Our value proposition for economic development planning includes undertaking competitive advantage assessments, facilitating multi-stakeholder consultation processes and developing actionable economic development plans.

- (ii) *Investment readiness and promotion*: We help to identify, package and market investment opportunities in different sectors based on the location's competitive advantage and economic goals. Our expertise includes investment profiling, investment structuring, structuring incentives for investors, organizing investment conferences and providing capacity building to investment promotion agencies at national and sub-national levels to engage with investors.

- ***Alternative energy technologies and impact assessments*** – KasmDev supports environmentally responsible investments such as green energy and energy-saving technologies and other technologies that promote environmental conservation. KasmDev also conducts environmental and social impact assessments of projects based on client requirements.

- (g) **Program Quality Assurance**

- KasmDev undertakes feasibility studies, baseline assessment, third-party monitoring, mid-term and end-line program evaluations.

- (h) **Research & Context Analysis**

- **Research**: KasmDev is home to a pool of multidisciplinary researchers and analysts that have produced some excellent research outputs using tested methodologies that are tailored to the context and client's specific terms of reference.

- **Political economy and conflict analysis** – In post-conflict or fragile states, such as the Horn of Africa, it is critical for implementing agencies to understand and contextualize the political economy and conflict dynamics to ensure successful implementation of projects. We conduct rigorous political economy analysis to help clients navigate complex conflict and post-conflict political environments. Our analysis is tailored to provide our clients and partners with a sound understanding of the social, political and economic issues and sensitivities that may exist in their program implementation areas.

- (i) **Political Engagement & Relationship Management**

- Kasmodev considers political engagement and relationship management as a means to translate ideas in policy and programming into agreed upon outcomes. Kasmodev analysts purposefully deploy their political economy knowledge to influence relevant political actors to define and achieve policy and programmatic objectives. Kasmodev's effective engagement is built upon the strong relationship it has with the various political actors. This relationship has been developed and nurtured with integrity, impartiality, and credibility in approach and interactions.

KASMODEV EXPERIENCE

Below are some of the assignments/projects completed or being undertaken by Kasmodev:

- ***Livelihoods, Baselines, Impact Analysis, and Resilience programming:***
 1. May-Dec. 2016: Completed a livelihood analysis assignment for the **Somalia Resilience Action Consortium (STREAM)**, consisting of the NGOs **Adeso, ACTED and SADO**. The assessment used the Household Economy Analysis (HEA) and was conducted in Lower Juba covering three livelihood zones – Southern Inland Pastoral (camel and goats); Lower Juba Cattle Pastoral, and Kismayo Urban. The assessment provided livelihood profiles including socioeconomic classification, household asset profiles, coping strategies, markets, and information on other key parameters, which was useful reference and input for the Consortium to design the resilience program for the target livelihood groups. The HEA information, however, has a wider application for both emergency food security and development programming. The assignment's geographic scope included the Somalia districts of Dhobley, Kismayo, and Afmadow, which border and have extensive cross-border trade in livestock and other commodities with neighboring districts in Kenya. Kasmodev involved several partners in this assessment/analysis, including USAID/FEWS NET, FAO/FSNAU, and the Food Economy Group (FEG).
 2. Oct-Dec, 2016 - Conducted a follow-up household **baseline study** for the **STREAM Consortium** to establish baseline information and values on the key parameters for the Consortium's social safety nets program. The information also laid the foundation for the monitoring and evaluation of the Program – last Quarter 2016.
 3. April – May 2018 - **Impact assessment** of the **cash interventions** component of the social safety net Program of the **STREAM Consortium**, Lower Juba, Somalia.
 4. Mid-2017 - Kasmodev's Assessment & Evaluation Staff completed a mid-term evaluation for **World Vision's** Wash, Agriculture, Health and Nutrition, and economic recovery projects in the Bay region of Somalia – mid-2017.
 5. Mid-2017 – Completed an assignment for **American Refugee Committee (ARC)** in Lower Juba to improve the understanding of livelihood opportunities among agricultural and fisheries households - 2017. Currently working with ARC to better

understand livelihoods on the coast of Puntland and Lower Juba to help re-design their livelihoods and youth employment programs in these areas.

6. April-May 2018: Completed two assignments for **ARC** in Somalia, i.e.: (i) an economic analysis of the fisheries sector in the Puntland State of Somalia. The study findings will provide key information that will be used to design ARC's fisheries sector support in Puntland, to reduce piracy and other crimes among the youth. (ii) A **livelihoods baseline** assessment in three districts of Jubaland state of Somalia.

- ***Evaluations***

7. Dec.2018 – April 2019 - Conducted the **Mid-Term Review (MTR)** for the National Development Plan (NDP) of the Federal Government of Somalia.
8. July 2018 – Jan.2019 – A lead consultant in KasmDev was a member of the three-person team to **evaluate** the Integrated Food Security Phase Classification's Global Strategic Programme (IPC-GSP). The Evaluation was managed by **FAO Rome**. This involved assessing the application, institutionalization, and other aspects of the IPC in three Regions in Africa, Latin America, and Asia.

- ***Value Chain Development and Market Systems Development - Somalia***

9. 2016-2017 – Under **sub-contract from DAI Europe**, KasmDev provided the Team Leader position to head up the **DFID and DANIDA funded Promoting Inclusive Markets in Somalia (PIMS)** Program. This 3-year M4P program carried out **sector/value chain analyses** of the Somalia sesame, lime/lemon, banana, ocean fisheries, dairy, and poultry value chains, and implemented support programs for four of these value chains. The implementation involved strengthening the private sector through investment cost-share (grants) aimed at generating employment, leveraging private sector investment, and increasing incomes, with the overarching goal of reducing poverty and bringing about inclusive economic growth.

- ***Technical Assistance for Agriculture Value Chain, Somalia***

10. Jan.2018 – July 2019 - Under **sub-contract from Adam Smith International (ASI)**, KasmDev is responsible for the government and stakeholder engagement and risk management to the **EU funded "Technical Assistance for Institutional Capacity Building on Agriculture Value Chain and Public-Private Partnership Development"**. We provide high-level engagement with government ministries at both Federal and State levels and provide advice and guidance on navigating where government institutions are very underdeveloped and weak.

- ***Support to Government Customs and Revenue Generation and PFM***

11. KasmDev is in partnership with **Cowatersogema** and is co-implementing the CRATES project – a customs and revenue sector support program in Somalia. Funded by DFID.
12. KasmDev is undertaking the “Revenue Generation Capacity Assessment for Somali Region” of Ethiopia for the **Somali Regional State Government**. This activity is assessing the revenue potential, revenue policy formulation, Revenue law reform, and Revenue administration reform. This project is being implemented in partnership with Adam Smith International. May – Sep.2019.
13. KasmDev is in partnership with Adam Smith international to implement two PFM projects supporting the Federal Government of Somalia, funded by the EU, namely: (i) Territorial Integration and Planning Facility (TIPF) project, and under the larger Inclusive Local & Economic Development (ILED) programme; and (ii) the EU Budget Support Project. These are multi-year projects, starting in 2019.

- ***Political Economy/Conflict Analysis and Support to Local Authorities***

Other contracts have been signed/awaiting signature for short-term assignments on Political Economy Analysis, with different partners, as follows:

14. **Rift Valley Institute (RVI)** –In partnership with RVI conducting a study for FCO/DFID titled: Towards a Better Understanding of Northeast Kenya. The assessment involves a series of community and stakeholder dialogues at national and county levels to bring out the main challenges to development and prioritizing the Region’s development agenda. Funded by the UK FCO.
15. **Albany Associates** (since 2018) – Conducted two political economy analyses for newly or recently recovered areas in Jubaland and Southwest States of Somalia. Carried out the follow-on project – Early Recovery Initiative (ERI) (funded through FCO’s CSSF) in support of these two areas. This is a social reconciliation and peaceful co-existence project which involves communities, State governments, local security forces, and the UN-AMISOM. KasmDev is now preparing to implement phase II of this project which will expand both geographically and depth.
16. **NIS Foundation** – KasmDev has a framework agreement with the NIS foundation to conduct political economy analysis for its projects. So far carried out support to solar power centers establishment in the Kismayo area, and also an assessment of Mogadishu national stadium.
17. **Tetrattech ARD** early 2018 – KasmDev conducted a general regional political economy analysis covering the East Africa Community, IGAD and Comesa. The study focused on cross-border issues related to livestock trade, agricultural input trade, cross-border collaboration, and policy.

18. **Dutch Government**– KasmDev has worked with the Netherlands embassy in Kenya to develop working modality in Somalia, including a multi-annual strategy and a policy brief outlining risks and mitigation strategies for the Dutch to work in Somalia’s fragile context. KasmDev convened and facilitated a workshop in Nairobi with key experts working in Somalia in April 2019 to inform the Dutch methodology for working in Somalia.
19. **Danish Refugee Council** – KasmDev conducted a Sanitation Marketing Study (SanMark) to inform the development of sanitation marketing strategy aimed at increasing households’ investment in Sanitation in Somalia. The study was carried out in Baidoa (Bay Region, South West State) and Dolow (Gedo region, Jubbaland State) Districts.
20. **Mercy Corps** – The Ward Development Plan- Mercy Corps (2019). KasmDev is writing up ward development plans for five wards in Northern Kenya (Turkana, Isiolo, Marsabit, Wajir and Garissa Counties of Kenya). This work includes engaging county government departments in the consolidation and review of the plans and leading the presentation of the draft ward development plans for validation at community and county government level.
21. **Albany Associates** (2019). A Social Network Research funded by the US Department of State and implemented by Albany Associates with the support of KasmDev consultants. Research targeted four main districts of Somalia: Mogadishu, Kismayo, Baidoa, and Garowe.
22. **Coffey International** (2019) –As part of a consortium to support and enhance security and justice leadership, management and accountability in Somalia. Working with Ministry of Security, Police, Ministry of Justice and Attorney General in three Federal Member States of Hirshabele, South West and Jubbaland (FMS). The aim of this work to support stabilisation/access to justice for the three FMS and Somaliland.
23. **Public administration reform, Somalia** – KasmDev team is developing a National Public Administration Reform Strategy (NPSRS) that provides the framework for medium to long-term public administration transformation and programming, and systematic implementation of interventions by the Federal Government of Somalia and Development Partners. The project, funded by the World Bank and led by the Office of the Prime Minister, and entails extensive consultations with key federal ministries and the Federal Member States.
24. **Tax strengthening and Transformation project (Ethiopia)**- Kasmodev, in partnership with CowaterSogema, is implementing Tax strengthening and Transformation project for Ethiopia. CowaterSogema is the lead agency and Kasmodev supports the implementation of the project.

25. **IGAD's Somalia mission (July 2019)** – KasmDev has been contracted to Support the IGAD Special Mission to Somalia convene and facilitate a high-level technical consultation to strengthen the three branches of the Federal Government of Somalia and its Intergovernmental Relations (Systems).

26. **IGAD's Somalia Mission** – KasmDev is developing a comprehensive multi-donor, multi-year joint program document for IGAD's (Intergovernmental Authority on Development) Special Mission to Somalia, and its implementing partner, the Austrian Development Agency (ADA). The document will support IGAD's intervention in Somalia for over three years (2019-2022).

OUR PEOPLE

KamoDev's principal consultants have many years of experience in international development work in over 15 countries. We also have access to a multi-disciplinary team of consultants in many areas of the Horn of Africa Region and across the world. We have a strong capacity to identify, recruit/staff and manage technical and operations staff in difficult-to-reach areas especially in the Horn of Africa countries.

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