



BERYL CONSULT LIMITED

ORGANIZATION PROFILE

Beryl Consult Limited
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1.0 Introduction

Beryl Consult Limited is a social development consultancy firm registered in Kenya under the Company’s Act (CAP 486) under registration certificate number CPR/2009/14915 of 2009.

Beryl Consult Limited brings together a team of development consultants of different nationalities and disciplines to provide independent and quality services to governments and humanitarian organizations in the eastern and Greater Horn of Africa countries – Kenya, Rwanda, Somalia, South Sudan, and Uganda but with experience in other parts of the continent as well including Western and Southern African countries of Niger, Cameroun and Zimbabwe.

The company provides a variety of consultancy services for social development organizations in the areas of assessments and surveys; strategic planning; research and programme design; and evaluations especially focusing education, health, poverty reduction, water and sanitation as well as human settlements.

The company has experts with skills for undertaking quantitative and qualitative Socio-economic Research; developing Communication Strategies for organizations; Participatory Project Design; Communications Systems Design; Participatory Impact Assessments; Projects Evaluation; Proposal Development; Strategic Planning; Organizational Development; Training and Workshop Facilitation; among others.

2.0 Vision, Mission and Core Values

2.1 Vision

To be the leading firm, in Africa in providing high quality technical and advisory services in social development.

2.2 Mission

Beryl Consult Limited works with development agencies in Horn and Eastern Africa region to alleviate suffering through design and evaluation of sustainable social programmes.

2.3 Core Values

- Excellence
- Timeliness
- Service
- Compassion
- Integrity

2.4 Motto: Always at work for sustainable social development

3.0 Some recent assignments undertaken by our team of consultants include:

Country	Description of Assignment
Kenya	January – October 2022. A team from Beryl Consult Limited was contracted by the Ministry of Agriculture of the Republic of Kenya to undertake an internal Impact Assessment of the African Development Bank funded Drought Resilience and Sustainable Livelihoods Programme (DRSLP). The work involved, study design,

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	tool development, recruitment and training of enumerators, data collection in six arid and semi-arid counties of the country, data entry and analysis, report writing and presentation.
Uganda and Democratic Republic of Congo	June 2022 – January 2023. Beryl Consult Limited was contracted by Catholic Relief Service (CRS-USA) to lead a participatory impact assessment (PIA) study on emergency seed systems under the S34D programme in Adjumani – northwest region of Uganda and Bunkonde in Central Kasai Province of the Democratic Republic of Congo.
IGAD countries with focus on Djibouti, Kenya & Somalia	Sep 2019 – 2021. Beryl Consult was subcontracted by Finnish Consulting Group (FCG) to undertake an Assessment of Drought Impacts and Use of Early Warning Climate Information for Resilience Building in the IGAD region. Review of Drought Impact Reports for 2011 and 2016 droughts Interviews with stakeholders – UN agencies, NGOs, National Meteorological Agencies
Kenya	Dec 2018 – May 2019. Beryl Consult undertook BRACED X Theme 3 and SPRINT Studies on the Effectiveness of the County Climate Change Funds, Kenya, in establishing pathways to resilience. Tasks include: <ul style="list-style-type: none"> ● Review previous research, monitoring, evaluation and learning carried out the through by Ada Secretariat, including findings from the recent survey overseen by Ada Secretariat and led by James McGregor. The Ada Secretariat M&E team may also provide further relevant recent learning to be used as a resource ● Develop research protocols in collaboration with IIED, and Ada Secretariat. <ol style="list-style-type: none"> 1. Review methodology developed by ODI to answer research questions. A clear understanding of this methodology is essential 2. Identify how previous learning carried out by Ada Secretariat and its partners adequately respond to the questions posed in the methodology. 3. Identify gaps remaining in the methodology that can be filled through field work in the counties 4. Develop a field work methodology, drawing on the ODI approach, to carry out field work 5. Share field work methodology with IIED and Ada Secretariat for review, comment 6. Finalise methodology ● Carry out 5-6 days field work in Makueni and Kitui Counties; interviewing county staff, Ward Adaptation Planning Committees, User project committees, and observation of investments with ad-hoc interviews of investment users, as well as other meetings where possible. ● Write field work report for Makueni and Kitui and submit to IIED and Ada Secretariat ● Input into the draft final report. The final Kenya country report will draw together reports from both consultants
Kenya	July 2017 – Dec 2019. Beryl Consult provided an expert for the Kenya Water Security and Climate Resilience Project (KWSCR-1). This was done through Rural Focus Limited and Aurecon International. The role undertaken was stakeholder consultation. The objective of the consultancy was to assist the Government of Kenya in improving water resources planning and management in the country through scientific based technologies to document and disseminate knowledge. The expert worked with a team of international experts to: <ol style="list-style-type: none"> a) Generate a detailed Stakeholder Identification plan at various levels;

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	<ul style="list-style-type: none"> b) Undertake stakeholder Consultation at all levels; c) Suggest stakeholder consultation process considerations that included designation of special focus groups for specialized consultation, larger structured stakeholder workshops at key planning process points, and systematic recording of discussions and outcomes. d) Help formulate the framework, elements and programs for structured stakeholder consultations in conjunction, e) Help develop a communication strategy for the Water Resources Authority.
Kenya	<p>Sept 2018 – Jan 2019. Beryl Consult Limited was contracted by FAO Kenya as a Participatory Impact Assessment (PIA) consultant responsible for planning implementing, analysing and reporting findings of the participatory impact assessment for the EU-funded Reviving ASAL Economies through Livestock Opportunities and improved Coordination (RAELOC) project. He performed the following tasks:</p> <ol style="list-style-type: none"> 1. Undertook a comprehensive review of the terms of reference and project documents and related literature to understand the scope of work, project design and theory of change 2. Developed a precise assessment plan, clear methodology and appropriate participatory impact assessment and analysis tools 3. Worked with project technical team and MER officer during development of methodology and agreed on methods that will be used 4. Conducted pre-testing of methodologies and tools as required 5. Trained field level assessment teams that collected data at community level using participator methodologies 6. Provided technical support to field teams and verified quality of data generated 7. Conducted interviews with key stakeholders at national and subnational levels to assess how the project has influenced coordination, strategic and policy decisions; 8. Analysed and synthesized data on impact indicators under assessment 9. Produced a preliminary report highlighting findings according to key questions, lessons learned, conclusions and recommendations for future programming 10. Validated findings with county teams and incorporated feedback into the final report 11. Disseminated the results to the project team after completing the assignment 12. Submitted the final report
Kenya	<p>May – July 2018. A Beryl Consult Limited consultant was part of a team contracted to undertake documentation of the CASE STUDY for WFP's Asset Creation Transfer Programme. The overall objective of the assignment was to conduct a case study on Transition of WFP's Asset Creation activities, leadership, and responsibilities to the county governments in Wajir, Samburu, and Baringo. Specifically the assignment was:</p> <ol style="list-style-type: none"> 1. To capture the process and tools of transitioning from WFP and NDMA to the county governments' leadership: <ul style="list-style-type: none"> o Document preparations/processes undertaken prior to official transitioning in the three counties o Document any tools developed that facilitated smooth transitioning of the programme. 2. To document the county-led asset creation programming: <ol style="list-style-type: none"> a. Document how the programme is operating since the county government took over including implementation and coordination structures.

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	<ul style="list-style-type: none"> b. Document testimonials from county government officials and other stakeholders on the impact of the county-led assets creation programme. c. Document testimonials from beneficiaries of the assets <ol style="list-style-type: none"> 3. To synthesize and highlight the successes, lessons, opportunities, and gaps of WFP's asset creation transition around leadership and responsibilities to the county governments. 4. To draw conclusions about the critical ingredients for WFP's asset creation transition around leadership and responsibilities in relation to the model's success.
Tanzania	<p>August 2015 – May 2016. Beryl Consult provided a consultant who was part of a team of experts contracted by Tetralink Associates – East Africa to undertake an end-line evaluation and impact assessment of a World Bank funded poverty alleviation project in two regions – Mtwara and Lindi – in Tanzania. The project, implemented by Tanzania Social Action Fund (TASAF) targeted the construction of assets such as schools and health centres for the asset-poor communities while paying community members through “cash for work” programme to improve household income and reduce poverty.</p> <p>The work included collection of field data collecting team – developing the qualitative and quantitative data collection tools, training enumerators on digital data collection using Dablo SurveyToGo, organizing logistics supervising quantitative data collection, undertaking qualitative data collection through focus group discussions and key informant interviews, analysing the data, managing the consulting teams and finally writing and presenting report to the client and stakeholders.</p>
Kenya	<p>May 2014 – March 2015. Beryl provided an expert who worked with a team of other experts in the review of the Guideline for the construction of small dams in Kenya. The work was funded by SDC and implemented for the Ministry of Environment, Water and Natural Resources of the government of Kenya. The work involved reviewing and re-writing the Guidelines developed in 1992 to bring them in line with the Water Act 2002 and the Constitution of Kenya 2010; presenting the draft documents to stakeholders at a validation workshop and finalising the document for publication.</p>
Kenya, Ethiopia, Uganda	<p>January – March 2014. Beryl Consult undertook an assessment of the RISPA 1 project to establish the impact of a drought response initiative the Regional initiative in support of vulnerable pastoralists and agro-pastoralists (RISPA I) in the Horn of Africa. The initiative was funded by ECHO under the regional economic commission – IGAD. The work involves review of various reports and documents generated by the project and national policies influenced by the initiative, developing interview instruments, meeting with government, NGO and UN agency staff for interviews on the impacts of the intervention; developing a report and power point presentation, facilitating stakeholders planning workshop to incorporate findings of the assessment into plans for the second phase of the initiative.</p>
Kenya	<p>Sept 2013 – Dec 2013. Beryl Consult undertook a sustainability assessment of community water projects under the “Maji Na Uhai” initiative across 12 counties in the ASALs of Kenya. This was funded by Safaricom Foundation and implemented by Kenya Red Cross and Actionaid International. The work involved scoping, negotiating contracts and developing survey instruments, site visits and interviews</p>

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	with stakeholders, collection and analysis of quantitative and qualitative data, report writing, presentation to client and finalization and submission of the final report.
Kenya	Jan- July 2013. Beryl Consult provided experts who undertook an assessment of communication needs and developed a communication strategy for the National Drought Management Authority (NDMA). The work involved reviewing documents, developing data collection tools, training and supervising field data collection teams, analysing data, writing a report of the assessment, developing a communication strategy document that included strategies for Corporate Communication, Branding, Knowledge Management and Development Communication, and presenting the same to various stakeholders of the organization including clients, donors, the board of directors, and senior management to receive comments and buy-in; incorporating proposed changes and presenting a ready document for roll out.
Kenya	Feb-May 2013. Beryl Consult provided a lead expert who undertook an evaluation of the Ikutha Integrated Health Project; for the Kenya Red Cross Society funded by the Finnish Red Cross. The project involved development of WATSAN hardware and software using different technologies including construction of latrine slabs for vulnerable households, construction of water pans and earth dams, drilling of shallow wells, spring protection, rainwater harvesting, sand dam construction and use of solar power to pump and supply water. The software components included establishing and training community WATSAN, PHAST and Health committees to manage the facilities. The expert developed and agreed evaluation tools with project holders, held meetings and interviews with various project stakeholders, visits and discussions with beneficiary communities and local government officers in the area to assess relevance, effectiveness, efficiency and sustainability of the various projects in close to ten sites, documented the findings, analysed of data and wrote and presented report to the client and stakeholders.
Kenya, Ethiopia, Uganda	Nov 2012 – Dec 2013. Beryl Consult provided consultancy on call-down basis to REGLAP, a regional consortium of international NGOs – Oxfam, Save, Cordaid, Danchurch Aid; support in monitoring, learning and communication for the ECHO-funded Drought Risk Reduction Action Plan (DRRAP) decision. The work involved meeting with NGO partners, providing leadership for the Learning Groups, leading research projects, writing research reports and articles for the REGLAP journals.
Kenya	May-Dec 2012: Beryl provided an expert who worked with a team of other local and international experts under the Nordic Climate Facility Climate Change Adaptation project. Climate Change Adaptation capacity building process for Water Resource Users Associations (WRUAs) involved: a) undertaking a capacity assessment of six Showcase WRUAs across the six regions to establish their level of knowledge of impacts of climate change on water resources; b) developing and trialling of community level training modules for training groups in climate change concepts; c) organizing dissemination workshops for Climate Change Adaptation (CCA).
Kenya	Sept 2011 – January 2012. Beryl Consult undertook a mid-term review of the WFP school meals support for ECDCs in arid districts of Kenya looking at policy

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	framework for the support, visits to over 45 ECD centres across 5 ASAL counties of Samburu, Turkana, Marsabit, Garissa and Wajir.
Kenya, Uganda, Ethiopia, Eritrea	January 2009 – March 2012. Beryl Consult was contracted by International Federation of Red Cross/ Crescent (IFRC) to develop training modules for community development and to help the national societies of the Red Cross in these countries to strengthen capacities and reduce vulnerabilities of communities in their countries. This exercise provided mentoring and support for the leadership of the National Red Cross Societies.
Rwanda	In February - May 2011, Beryl Consult was contracted to undertake an end of project evaluation of Community Water and Sanitation project in Musanze district in Rwanda. Later Beryl Consult worked with CARE International to document and publish organizational assessment materials for community-based social enterprises.
Kenya,	January – April 2011. Beryl Consult undertook a mid-term review for an ECD project implemented by WEMIHS in Kyuso district – Mwingi County of Kenya.
Kenya	Sept 2011 – January 2012. Beryl Consult Limited worked with WFP Kenya Country Office on a mid-term evaluation of school meals programme support for Early Childhood Centres in arid districts of Kenya. The work involved scoping, writing out and defending an inception report before technical teams, developing data collection tools, training data collection teams, supervising data collection in 10 counties; analysing the data, writing the assessment reports, presenting the reports to a stakeholders workshop.

4.0 Profiles of some of our team members and Associate Consultants

Omeno Suji holds a Master of Arts degree from Daystar University – Nairobi, Kenya. He is currently the managing Partner of Beryl Consult Limited. Suji is a development communications expert with over fifteen years experience in research, project management and design, M&E systems design, business development, education management, training, workshop facilitation and development communication. He has experience in organizing research missions, developing research tools, training enumerators, collecting and leading teams of experts in collecting and analysis research data including in post-conflict situations of Somalia and Southern Sudan. Suji has excellent skills in documentation, report and proposal development and writing; and participatory persuasive message development for behaviour change. He has undertaken participatory monitoring and evaluation for income generating and other social development projects in Kenya, Southern Sudan, Somalia, Zimbabwe, Niger, Uganda, and Tanzania. Suji has skills in management, public relations, fund raising, project design and management. He has worked in a busy international learning institution teaching, researching and managing character building programmes for the youth.

Njoroge Thuo is a strategic management specialist with over four years experience in design of surveys and studies using SPSS and other data analysis packages. Njoroge has skills in designing survey tools, training and managing data collection teams, entering, cleaning data and producing requisite reports. Njoroge has also undertaken various surveys at point of purchase and household levels for organisations involved in manufacturing of consumer products. Mr. Thuo holds a Master of Business Administration degree from the University of Nairobi. Mr. Njoroge Thuo is Director of Research at Beryl Consult.

Dr. Felistus Kinyanjui is a Fellow of Higher Education Academy (FHEA) UK. She holds Ph.D. in Humanities from Rhodes University, South Africa and has over 12 years experience teaching and research experience in different areas of education and social development. Felistus has skills and experience in qualitative and quantitative research including; Basic Social Research, Capacity Building, Organizational Development, Networking, Community Mobilisation, Gender and Empowerment, Intermediate Technologies, Youth and Children Rights, Girl-Child Education, Social Development and Health Consultancies.

Helen Omeno is an experienced business development expert having developed her skills working with different micro-finance organizations. She has been involved in the formulation and design of the business development services (BDS) wing as a product for Faulu Kenya clients. Part of this includes business planning and different business development including marketing and accounting. Helen has proven competences in management of Micro-Finance Institutions from the very basic levels of group mobilizations based on the Grameen Bank Model of group guarantee systems to management of complex portfolios, savings mobilization, loan appraisals, enforcement of guarantee mechanisms and default management. Helen honed her skills serving from the low levels of a development finance officer to branch management level heading a business unit of Faulu Kenya in Nakuru and Nairobi. Helen is also a thorough and skilled trainer with skills in participatory methodologies, training materials development, report writing and production, and Life Coping Skills Training. She has embarked on Preventative Measures training in Life Coping Skills vis-a-vis curative treatment.

Nelly Bosibori is an expert in climate change and community mobilization. As part of the Beryl Consult team, Nelly undertakes Project Design, Management and Implementation; Technical Assistance for Project Implementation; Climate Change Adaptation & Mitigation; Climate Risk &

Vulnerability Assessment; Green Growth & Green Economy practices; Low Carbon Development Pathways; Renewable Energy Technologies; Institutional Strengthening; Natural Resource Management; Sustainable Livelihood Options; Climate Smart Agriculture; Community Development and Mobilisation; Disaster Risk Management (DRM); Monitoring and Evaluation (M&E); Grants acquisition (EOIs, RFP, RFAs, Concepts etc.); Capacity Needs Assessment & capacity Building; and Facilitation & Convening high level workshops.

Damaris Kimilu is an accomplished Corporate Communications Consultant with solid and extensive experience in planning, implementing, monitoring and evaluating communication strategies and programs. Specialist knowledge in Policy Advocacy, Management of Corporate Sustainability programs, Strategy and Organizational Development, Operations and Project Management. She has key strengths in Public Relations, Media Relations, Events, Corporate Branding, Research, Training and Capacity Building. Damaris has demonstrable skills in writing, editing, preparing speeches, press supplements, press releases, reports, presentations and public speaking which she honed when she worked as head of corporate affairs & human resources with Kenya Institute of Manufacturers (KAM), Country Focal Point for Global Compact Network Kenya. Damaris is well travelled globally and connected to strategic business networks.

Jessica Mukethe Musila: A seasoned policy analyst and communication specialist with strong conceptual, analytical, research, interpersonal communication and project management skills plus over 15 years working experience in governance & development in Greater Eastern Africa especially Kenya and Tanzania. For close to twenty years, Jessica has monitored political decision-making and its impact on: first, humanitarian response; secondly, bilateral aid projects affecting the public's lived experience in the water, sanitation and the agriculture space and thirdly, parliaments and their citizen engagement, respectively. She has also undertaken research related to anti-corruption and trade pacts. Jessica has a passion for social justice and a commitment to empower the poor to push for better governance in Africa.

Rogers Odima is a specialist in Quality Management and Leadership Studies. He has trained Senior Executives in Leadership and Management in Seychelles, Uganda, Tanzania, Zimbabwe, Namibia and Kenya. He is a certified Trainer by IFC/World Bank on Leadership and Management Skills. He is a founder Board member and a Trustee of Professional Trainers Association of Kenya. He is an associate lead tutor and lead auditor with SGS the world largest certification organization. Mr. Odima holds an MBA degree from Leeds University U.K. He is a member of the Kenya Institute of Management and American Society of Quality (ASQ) and has passed the ISO – 9000 Lead Assessor's Examination of the Institute of Quality Assurance (IQA) of U.K. He is an approved Assessor by the Quality System Accreditation Committee (QSAC) of Kenya.