



TRUST
CONSULTING COMPANY

COMPANY PROFILE



We craft sustainable strategies that enhance accountability, foster resilience, and drive measurable change—empowering communities and organizations for a brighter future.



Trust Consulting Company is a premier consultancy firm delivering impactful, data-driven solutions across critical sectors in the Horn of Africa. With expertise in project evaluations, research, ICT solutions, and agricultural development, we provide technically robust and regionally tailored services to meet the complex needs of our clients.

Our multidisciplinary approach spans governance, human rights, environmental sustainability, and organizational development, ensuring comprehensive strategies for sustainable growth. By integrating technical excellence with a deep understanding of local contexts, we empower clients to implement meaningful changes that foster resilience and long-term impact.

Operating across Somalia, Kenya, Ethiopia, and Djibouti, our strong regional presence and strategic partnerships with governments, NGOs, and private sector organizations enable us to deliver adaptive, integrated solutions. Our dedicated team of experts works closely with clients, ensuring every project adheres to the highest industry standards.

At Trust Consulting Company, we are committed to advancing sustainable development, fostering transparency, and driving measurable impact—building a brighter future for communities and organizations in the region.



To gain a comprehensive understanding of our clients' needs, we employ a methodical, step-by-step approach that encompasses the following:

Research and Analysis: We conduct extensive research, meticulously gather data, and conduct in analysis of market trends. This knowledge forms the bedrock of our strategic approach.

Data-Driven Insights: Our decision-making process is firmly anchored in data-driven insights. This approach empowers us to make well-informed decisions and quantifiably assess the impact of our solutions.

Innovative Strategies: Every client's needs are unique, and we tailor our strategies accordingly. Our team specializes in developing innovative, client-specific strategies that align with the distinct requirements of our clients and their stakeholders.

Collaborative Partnerships: Collaboration is fundamental to our success. We foster close partnerships our clients, engage with local communities, and establish synergistic relationships with our partners collaborative ethos ensures the implementation of sustainable solutions.

Continuous Improvement: Our commitment to excellence extends to an ongoing process of assessment and refinement. We continually evaluate our strategies, adapting to changing circumstances and emerging



Our Services



Agriculture and Rural Development



Climate Change, Environment and Natural Resource Management



Energy



Rural and Urban Infrastructure Development



Road and Transportation



Education and Skill Development



Digital Development



Human Capital Consulting



Strategic Communication and Public Relation



Global Health and WASH



Governance, Social and Economic Development



Cultural Heritage and Tourism



Agriculture and Rural

The agricultural sector plays a crucial role in driving national economies and remains the largest source of employment worldwide, engaging nearly 40% of the global workforce. In today's fast-evolving landscape, agriculture faces a range of complex challenges — from climate change and resource limitations to changing consumer demands and rapid technological progress. Trust Consulting Company adopts an integrated approach to tackle these unique challenges and uncover opportunities within rural communities. We promote inclusive strategies that improve livelihoods, enhance infrastructure, and safeguard both cultural and environmental assets.

Our team conducts thorough analyses of these issues to design strategies that empower stakeholders across the entire agricultural value chain. At Trust Consulting Company, we take pride in delivering comprehensive consulting services designed to meet the diverse needs of agricultural industries around the world.

By leveraging our deep expertise, we help clients navigate the complexities of modern agriculture — enabling them to adapt to shifting market conditions, optimize resources, manage risks, and capitalize on opportunities for sustainable growth. Whether supporting smallholder farmers or large agribusinesses, we collaborate closely with our clients to craft customized solutions that strengthen resilience, foster innovation, and enhance competitiveness within the agricultural sector.

Key Focus Area

- ≈ Growth strategy formulation
- ≈ Value chain analysis and logistics planning
- ≈ Rural development and infrastructure enhancement
- ≈ Technology integration and promotion of sustainable agricultural practices
- ≈ Strategy implementation and execution support
- ≈ Community empowerment and stakeholder engagement
- ≈ Analysis of agricultural challenges and climate change impacts
- ≈ Market expansion and facilitation of international trade
- ≈ Supply chain optimization and efficiency improvement
- ≈ Project development, management, and oversight
- ≈ Institutional reform planning and capacity building
- ≈ Monitoring, evaluation, and impact assessment

Climate Change, Environment

Trust Consulting Company, together with its climate and sustainability consulting team, understands that the environment and climate change sector is not merely a niche concern but a core pillar of sustainable development and global well-being. Drawing on our expertise in climate change, environmental management, and natural resource stewardship, we offer sustainable and resilient solutions to a diverse range of stakeholders, including community organizations, financial institutions, private investors, governments, and NGOs to tackle this critical issue. Our forward-thinking solutions emphasize water resource management, environmental protection, and biodiversity conservation, supporting sustainable development in economies worldwide.

Key Focus Area

- ≈ Climate policy formulation and strategic planning
- ≈ Climate change adaptation strategies and climate financing solutions
- ≈ Climate risk assessment and resilience building
- ≈ Development of industry standards, protocols, and regulatory frameworks
- ≈ Community-based water resource management
- ≈ Biodiversity conservation and ecosystem management
- ≈ Hydrological and hydrogeological assessments
- ≈ Clean energy generation and renewable energy solutions
- ≈ Training programs and capacity building initiatives
- ≈ Climate-smart agriculture, including agroforestry and vertical gardening
- ≈ Forest degradation (REDD+) strategies and implementation support
- ≈ Community-based disaster risk management
- ≈ Project development, management, and oversight
- ≈ Institutional reform planning and organizational strengthening
- ≈ Capacity building for sustainable development
- ≈ Monitoring, evaluation, and impact assessment



The energy sector serves as the foundation of modern society, fueling industries and transportation systems across the globe. Its importance lies not only in delivering vital services but also in driving economic progress, advancing the SDGs, fostering technological innovation, and promoting environmental sustainability.

Trust Consulting Company specializes in delivering comprehensive management consulting services tailored to the dynamic and evolving energy sector. With deep expertise in the challenges and opportunities within this fast-changing industry, we enable our clients to confidently navigate complex market dynamics, technological shifts, and regulatory environments. We offer consultancy services across diverse fields, including electricity, oil and gas, renewable energy, and climate change.

Our broad portfolio of energy solutions covers operations and regulatory advisory, the promotion of efficient and sustainable energy markets, power system analysis, power generation, transmission and distribution systems, energy planning and management, electrical, civil, and structural design, environmental impact assessments, asset management, procurement, construction management, commissioning and testing, institutional framework development, and capacity building.

Key Focus Area

- ≈ Energy master plan.
- ≈ Rural electrification.
- ≈ Feasibility studies.
- ≈ Asset and grid management.
- ≈ Power distribution and transmission planning.
- ≈ Detailed engineering designs.
- ≈ Environment and social management planning.
- ≈ Research & data analytics.
- ≈ Tariff design, commercial and economic analysis.
- ≈ Financing and procurement.
- ≈ Legislation and energy policy.
- ≈ Market assessment, policy, and regulatory support.
- ≈ Forecasting and modelling.
- ≈ Transaction advisory including PPPs.
- ≈ Project development, management, and supervision.
- ≈ Institutional reforms planning.
- ≈ Capacity building.
- ≈ Monitoring & Evaluation



Infrastructure Development

We recognize that strong infrastructure forms the backbone of any society, whether in remote rural areas or bustling urban centers. With over half of the world's population residing in cities, there is a pressing need to reimagine how we plan, design, and manage urban spaces. In rural regions, infrastructure gaps often limit access to essential services like healthcare, education, and transportation. Poor connectivity, unreliable power supply, and inadequate sanitation further widen the divide between rural and urban areas. Meanwhile, rapid urban population growth puts pressure on existing infrastructure, causing congestion, pollution, and inefficiencies.

At Trust Consulting Company, we leverage our multidisciplinary expertise and commitment to sustainable development to drive meaningful change in both rural and urban communities. We specialize in delivering practical and innovative solutions for sustainable infrastructure development. Understanding the distinct needs of rural and urban contexts, we craft customized solutions that emphasize scalability, resilience, and inclusivity. From upgrading rural road networks to improve market access for farmers to implementing smart city initiatives that optimize urban resources, our solutions are designed to drive positive transformation.

Key Focus Area

- ≈ Zoning & land use planning.
- ≈ Promotion of smart cities concept.
- ≈ Master plans including urban development plans, physical development plan, and GIS based master plans, etc.
- ≈ Rural connectivity.
- ≈ Affordable housing.
- ≈ Resettlement action plan.
- ≈ Environment and social impact assessment.
- ≈ Solid waste management.
- ≈ Rural infrastructure assessment and development.
- ≈ Project management and supervision.
- ≈ Socio-economic analysis.
- ≈ Detailed engineering design.
- ≈ Municipal services and financial management including property tax management system, street vendor management system, etc.
- ≈ Transaction advisory including PPP.
- ≈ Assets management system.
- ≈ Institutional framework planning and capacity building.
- ≈ Monitoring and evaluation



Road and Transportation

The road and transportation sector forms the backbone of modern societies, enabling the movement of people and goods while fueling economic growth and social development. With over half of the world's population now living in urban areas, the demand for smart, safe, and sustainable transportation systems has never been greater. As cities expand and evolve, addressing urban mobility challenges is vital to ensure economic vitality, environmental sustainability, and public safety. Traditional transportation methods, such as private vehicles, worsen congestion, air pollution, and carbon emissions. In addition, heavy reliance on fossil fuels not only accelerates climate change but also increases health risks due to heightened pollution levels. Aging infrastructure, inadequate maintenance, and capacity limitations further undermine the efficiency and safety of transport systems. Tackling these issues calls for a fundamental shift toward smart, safe, and sustainable transport solutions.

At Trust Consulting Company, we approach the road and transportation sector with deep insight into its complexities and demands. Through strategic analysis, stakeholder collaboration, and innovative problem-solving, we deliver customized solutions that address client challenges and unlock new growth opportunities. Whether optimizing existing infrastructure, planning for emerging mobility trends, or navigating regulatory environments, we are dedicated to guiding our clients forward with confidence and clarity.

Key Focus Area

- ≈ Transport planning and modelling.
- ≈ Transport surveys and data collection.
- ≈ Planning for sustainable urban mobility.
- ≈ Intelligent transportation systems.
- ≈ BRT/LRT feasibility study.
- ≈ Smart parking.
- ≈ Non-motorized transport.
- ≈ Road safety.
- ≈ Detailed design and construction supervision
- ≈ Cross boarder trade and logistic strategy.
- ≈ Environment and social management planning.
- ≈ Tariff design, commercial and economic analysis.
- ≈ Road assets management system.
- ≈ Institutional framework planning and capacity



Education and Skill development

The Education and Skill Development sector plays a vital role in shaping the future workforce and driving economic progress. It not only equips individuals with essential knowledge and skills but also improves their employability and adaptability in an ever-evolving job market. At Trust Consulting Company, we understand that investing in education and skill development is key to building a competitive workforce, fostering innovation, and promoting sustainable development in both developed and emerging economies.

Our expertise in this sector focuses on driving transformative change and unlocking the full potential of educational institutions, organizations, and individuals. We have a dedicated team of specialists who provide forward-thinking consulting services across various areas, including early childhood



Education for a Brighter Tomorrow



Digital Skills for Tomorrow's Leaders

Key Focus Area

- ≈ Strategy development and implementation consulting.
- ≈ Curriculum design and development.
- ≈ Teacher training and professional development
- ≈ skill development initiatives.
- ≈ Digital learning transformation advisory.
- ≈ Institutional capacity building.
- ≈ Technology integration and innovation
- ≈ Market research and trends analysis
- ≈ Community engagement and outreach
- ≈ Policy and regulatory advisory
- ≈ Impact assessments and evaluations
- ≈ Employment and analysing the labour market.



Digital Development

In today's fast-paced business environment, leveraging Information and Communication Technology (ICT) and embracing digital transformation are crucial for maintaining competitiveness and relevance. AI enhances decision-making, automates repetitive tasks, and uncovers valuable insights from vast data sets. This technology has the power to transform sectors such as healthcare, agriculture, education, and governance, driving more efficient and inclusive development outcomes.

At Trust Consulting Company, we lead the way in navigating the complex Digital Development sector. In an era where technology is not merely a tool but a driving force for progress, we recognize its critical role in shaping societies, economies, and industries.

Our expertise lies in creating tailored solutions that harness digital innovations to achieve sustainable development. Whether it's utilizing data analytics for informed decision-making, adopting agile methodologies for effective project management, or designing AI-powered, user-focused platforms for enhanced engagement, we are dedicated to delivering transformative results.

Key Focus Area

- ≈ Development and implementation of E-Governance System
- ≈ Strategic Planning and Advisory
- ≈ Technology Solutions and Implementation.
- ≈ Web and mobile based applications
- ≈ Monitoring & evaluation systems
- ≈ Management information systems
- ≈ Android based data collection and management applications.
- ≈ GIS based applications.
- ≈ Capacity Building



Human Capital Consulting

At Trust Consulting Company, we recognize that a company's most valuable asset is its people. Our Human Capital Consulting services are crafted to help organizations unlock their human potential and achieve strategic objectives. With our expertise and innovative approach, we offer customized solutions that boost workforce performance, cultivate a positive workplace culture, and drive long-term business success.

- ▲ **Talent Acquisition and Management:** Our talent acquisition and management services are designed to help our clients to attract, retain, and develop the best talent in the industry.
- ▲ **Leadership Development and Training:** We believe strong leadership is key to organizational success. Our leadership development programs are customized to nurture and enhance the skills of workforce at all levels.
- ▲ **Performance Management:** employee productivity and engagement. We offer Performance Indicators (KPIs) and continuous feedback mechanism services to promote growth and improvement.
- ▲ **Employee Engagement and Retention:** We help our clients to create an engaging work environment that retains top talent and promotes long-term commitment.
- ▲ **Organizational Development:** Our organizational development services are designed to align workforce with business objectives by r effectiveness.
- ▲ **Compensation and Benefits Consulting:** We help our clients to design competitive compensation and benefits packages that attract and retain top talent.

Key Focus Area

- ≈ Recruitment strategy.
- ≈ Strategic workforce planning.
- ≈ Executive search.
- ≈ Onboarding programs.
- ≈ Skill development and training programs.
- ≈ Change management.
- ≈ Organizational design.
- ≈ Performance appraisals.
- ≈ KPI development.
- ≈ Continuous feedback mechanisms.
- ≈ Employee surveys and assessments.
- ≈ Retention strategies and workplace culture enhancement.
- ≈ Salary benchmarking and incentive programs.



We believe that achieving sustainable development goals in health and WASH requires a comprehensive approach that blends technical expertise with socio-economic and cultural factors. Our approach emphasizes:

- ▶ **Evidence-Based Solutions:** We leverage data-driven insights and cutting-edge research to design interventions tailored to the specific needs of each context. Our solutions are grounded in rigorous analysis and informed by best practices in the field.
- ▶ **Partnership and Collaboration:** We collaborate closely with local communities, governments, NGOs, and other stakeholders to ensure that our interventions are contextually relevant and sustainable. By fostering partnerships, we enhance the impact and scalability of our initiatives.
- ▶ **Capacity Building:** We prioritize building the capacity of local institutions and individuals to enable them to take ownership of health and WASH initiatives. Through training, mentoring, and knowledge sharing, we empower communities to drive positive change from within.

Key Focus Area

- ≈ Program Design and Implementation.
- ≈ Monitoring and Evaluation.
- ≈ WASH promotion campaigning.
- ≈ Tariff design, commercial and economic analysis.
- ≈ Maternal and Child Health
- ≈ Health Policy and Governance
- ≈ Research and Innovation.
- ≈ Project Development, management, and supervision.
- ≈ Nutrition and Food Security



Key Focus Area

- ▲ Strategic communication & advocacy.
- ▲ Content production & social media.
- ▲ Storytelling & campaigns.
- ▲ Crisis Communication and Risk Management.
- ▲ Redressal and feedback mechanisms.
- ▲ Branding & marketing.
- ▲ Workshops & Event Management.
- ▲ Graphics, creative & web design.
- ▲ Digital and social marketing.
- ▲ Monitoring and evaluations.



Strategic Communication

Communication is not just a tool for sharing information but a powerful driver of engagement, advocacy, behavior change, transparency, capacity building, knowledge sharing, innovation, and adaptation in the development sector. By recognizing the critical role of communication and incorporating it into every aspect of development practice, we can maximize its impact and foster positive social change globally.

At Trust Consulting Company, we specialize in harnessing the power of strategic communication and public relations to advance development initiatives. Our team of experienced communication professionals collaborates closely with clients to craft customized strategies that align with their goals. Whether it's creating compelling messages, developing communication plans, or executing multi-channel campaigns, we ensure that our clients' voices are heard clearly. Our PR experts excel at building strong relationships with the media, government bodies, community leaders, and the public. From media outreach and reputation management to crisis communication and stakeholder engagement, we guide our clients through the complexities of public relations with confidence.



Cultural Heritage and Tourism

At Trust Consulting Company, we offer comprehensive consulting services specifically designed for the dynamic and diverse tourism sector. Our team delivers integrated solutions in Cultural Heritage Destination Tourism Planning, Development, and Strategic Marketing.

- ▲ Strategic Planning: We collaborate closely with stakeholders to craft tailored strategies for preserving, promoting, and enhancing their cultural heritage assets. Our planning process involves meticulous research, stakeholder engagement, and data-driven analysis to identify opportunities for sustainable development while respecting the integrity of the cultural sites.
- ▲ Development: We offer hands-on support in the implementation of cultural heritage tourism projects, from infrastructure development to visitor experience design. Our multidisciplinary approach integrates architectural, environmental, and socio-cultural considerations to ensure that development initiatives align with the unique identity and needs of each destination.
- ▲ Strategic Marketing: Effective marketing is essential for cultural heritage destinations to attract visitors while preserving authenticity and minimizing negative impacts. Leveraging our expertise in digital marketing, branding, and destination storytelling, we create compelling narratives that resonate with target audiences worldwide. Our strategies emphasize responsible tourism practices and community engagement to foster long-term sustainability.

Key Focus Area

- ≈ Destination strategic planning & sustainable tourism development planning.
- ≈ Destination tourism marketing strategies.
- ≈ Tourism product development and marketing.
- ≈ Cultural heritage tourism assessment.
- ≈ Heritage conservations.
- ≈ Market assessment, policy, and regulatory support.
- ≈ Eco-tourism.

At Trust Consulting Company, we understand the vital connection between governance, social dynamics, and economic development in driving sustainable growth and prosperity for nations, organizations, and communities globally. Through our specialized consulting services, we deliver tailored solutions that strengthen governance frameworks, promote inclusive social progress, and stimulate economic advancement.

Governance Enhancement: Effective governance is the foundation of stable societies and thriving economies. Trust Consulting Company offers comprehensive advisory services to governments, public institutions, and private sector organizations aiming to enhance their governance systems. Our expertise includes:

- ▲ **Institutional Capacity Building:** We assist in enhancing the capacity of governmental bodies and public institutions through strategic planning, organizational development, and performance management frameworks.
- ▲ **Policy Development and Reform:** Our team collaborates with policymakers to formulate evidence-based policies, streamline regulatory frameworks, and enact reforms that promote transparency, accountability, and efficiency.

Social Development Initiatives: Social cohesion and inclusion are key to building resilient communities and achieving sustainable development. Trust Consulting Company provides specialized expertise in social development strategies, serving a broad range of stakeholders such as:

- ▲ **Community Engagement and Empowerment:** We facilitate inclusive community participation processes, empowering marginalized groups, and fostering social cohesion through dialogue, capacity-building initiatives, and grassroots projects.
- ▲ **Education and Human Development:** DevInsight Partners works with educational institutions, NGOs, and governments to develop innovative educational programs, vocational training initiatives, and skill-building strategies that enhance human capital and promote lifelong learning.
- ▲ **Gender Equality and Women's Empowerment:** Our consultants develop gender-sensitive policies, programs, and advocacy campaigns aimed at advancing gender equality, empowering women, and combating gender-based discrimination and violence.

Economic Development Strategies: Economic prosperity is driven by innovation, entrepreneurship, and sustainable growth. Trust Consulting Company delivers a suite of services to support economic development objectives, including:

- ▲ **Investment Promotion and Facilitation:** We advise governments and investment promotion agencies on attracting foreign direct investment (FDI), fostering public-private partnerships (PPPs), and creating conducive business environments that spur economic growth and job creation.
- ▲ **Industry Analysis and Strategic Planning:** Our experts conduct comprehensive industry assessments, market analyses, and feasibility studies to identify strategic sectors, investment opportunities, and competitive advantages for sustainable economic development.
- ▲ **Small and Medium Enterprise (SME) Development:** DevInsight Partners provides tailored support to SMEs, startups, and entrepreneurs, including access to finance, mentorship programs, and market linkages, to stimulate innovation, productivity, and economic diversification.

Key Focus

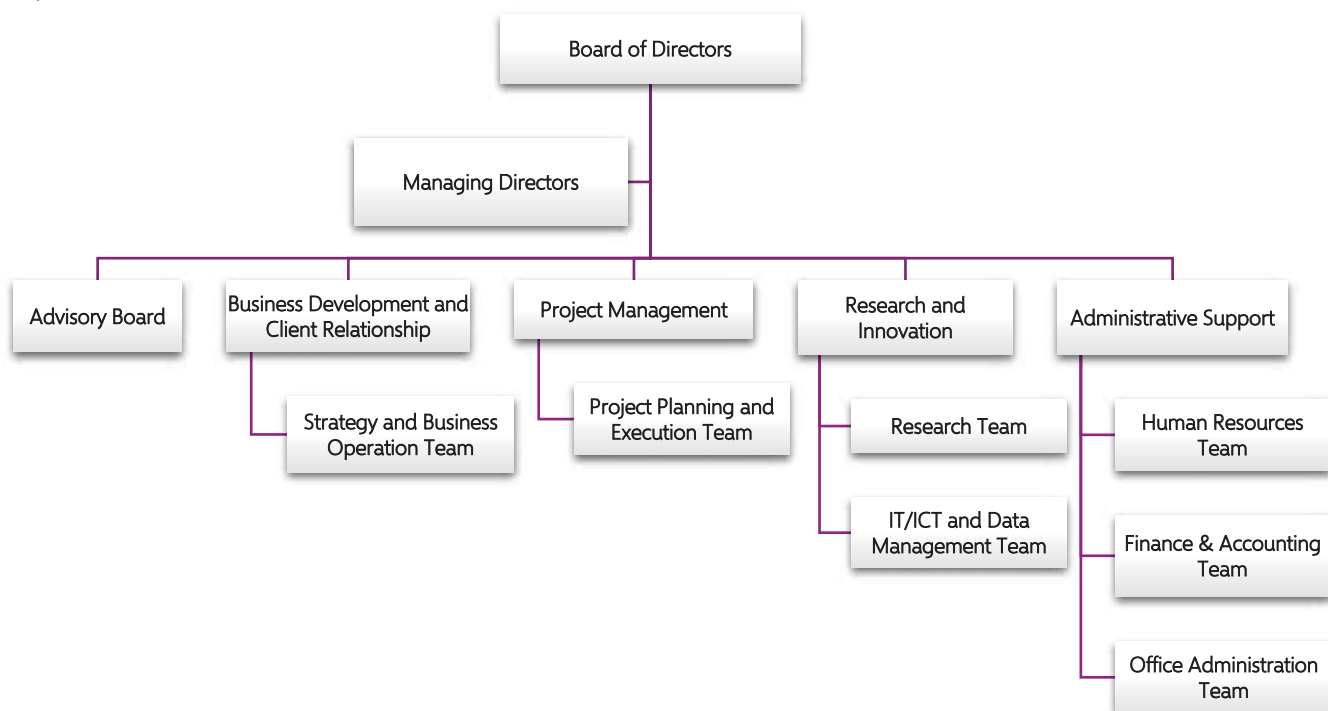
- Program design and proposal development.
- Livelihood, vulnerability, and risk assessments.
- Data Analysis including quantitative and qualitative studies.
- Programme and impact evaluations.
- Socio-economic assessments and analysis.
- Development and Implementation of monitoring, evaluation, and learning frameworks.
- Gender equity and social inclusion.
- Organizational capacity assessments.
- Training in research, monitoring, evaluation, and learning.
- Resource mobilization.
- Public financial management
- Management information system.
- Micro finance, private sector development and SME promotion.
- Project management and implementation support.



Trust Consulting Company's hierarchy & collaborative environment enable us to meet client needs effectively and drive impactful development outcomes globally.

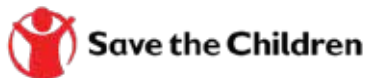
Organisation Structure

Our organizational structure is designed to support our mission of delivering high-impact development consulting services with efficiency, innovation, and collaboration. Our structure is optimized to foster a client-centric approach, streamline project execution, and encourage a culture of continuous learning and improvement.



Our Clients

As a multisectoral development consulting firm, Trust Consulting Company is committed to serving a wide range of clients across multiple sectors, each with distinct needs and goals. Our expertise covers various industries, allowing us to deliver customized solutions that foster sustainable growth and meaningful impact. Our clients include government agencies at all levels, multilateral and bilateral organizations, NGOs dedicated to driving social change, and innovative startups aiming to transform their industries. Below are the key client groups we serve:





TRUST
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