



# Profile 2026

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# About Us

Diversity Consulting Group (DCG) (<https://diversityconsultancy.net/>) is a multidisciplinary consulting firm headquartered in Somalia, providing high-quality advisory, research, and implementation support to governments, multilateral organizations, humanitarian agencies, and development partners. Since its establishment, DCG has positioned itself as a trusted partner in delivering tailored, evidence-based solutions to complex development and governance challenges.

**100+ PROJECTS**

Satisfactorily  
completed

**50+**

Happy clients

**6 OFFICES**

Across Somalia

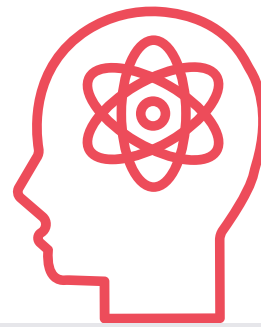
## Some of our clients





With over seven years of proven experience, DCG has implemented extensive data collection, research, Monitoring, Evaluation, and Learning (MEL), and capacity-building assignments in post-conflict and fragile contexts, particularly across Somalia. The firm combines contextual understanding with modern, scalable technical approaches to deliver solutions that are practical, innovative, and impact-driven.

DCG's core objective is to add measurable value to its clients by supporting them to achieve their strategic goals in a professional, reliable, and cost-effective manner



Our operating philosophy is anchored in applying strong technical expertise in research, capacity development, and management to address the environmental, social, and development priorities of our clients. DCG is led by highly qualified professionals and supported by a dedicated team of experienced multidisciplinary staff and associate experts. All assignments are delivered under robust quality assurance, close supervision, and professional management oversight.

A defining strength of DCG is its deliberate engagement with local experts and institutions within host communities. This approach ensures that local knowledge, socio-cultural dynamics, and contextual sensitivities are fully integrated into program design and implementation, enhancing relevance, ownership, and sustainability.



Through strategic partnerships with regionally based firms, DCG maintains access to a broad network of seasoned experts across Africa. In addition, the firm collaborates on a project-by-project basis with international consulting firms and independent specialists based in Europe and other regions. These partnerships allow DCG to complement its core services with specialized technologies and expertise that may not be available locally, ensuring comprehensive and high-impact service delivery.

## HISTORY



Established in 2019, Diversity Consulting Group (DCG) has rapidly built a strong reputation for professionalism, transparency, and technical excellence. Since its inception, the firm has steadily expanded its portfolio, undertaking assignments of varying scale, complexity, and thematic focus. DCG has successfully collaborated with international consulting firms and development partners and has implemented projects across multiple regions of Somalia, demonstrating both operational reach and contextual depth.

## VISION STATEMENT

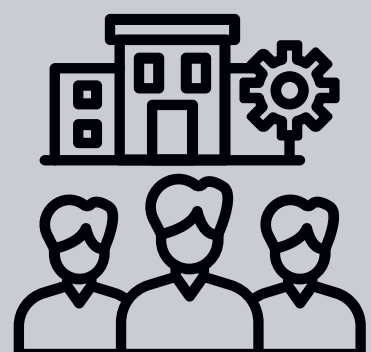
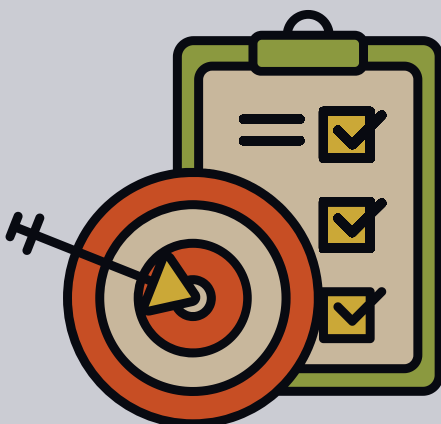


To be recognized as a leading provider of world-class consulting services, delivering measurable value to our clients while contributing positively to the sustainable development of communities across the region and beyond.

## MISSION STATEMENT



DCG's mission is to understand the unique needs and priorities of each client and to deliver tailored, high-quality consulting services grounded in rigorous analysis and practical execution. We work through highly skilled and motivated professionals to provide realistic, evidence-based, and actionable recommendations that enable informed decision-making. We measure our success by the tangible results achieved by our clients and by the strength of the long-term partnerships we build.



# CORE VALUES

01

## Excellence

We strive for excellence in all aspects of our work. Our commitment to efficiency, innovation, agility, and professionalism ensures that our services consistently meet and exceed client expectations.

02

## Reliability

We believe trust is built through reliability. DCG makes clear, realistic commitments and delivers on them. Our emphasis on honesty, accountability, and professionalism enables the development of enduring client relationships.

03

## Commitment

We are deeply committed to our clients and our people. By prioritizing client interests while investing in our team, we create sustainable value and long-term organizational success.

04

## Integrity

Integrity underpins everything we do. We engage with clients transparently and honestly, clearly articulating challenges, proposed solutions, expected outcomes, and potential limitations.

05

## Quality of Service

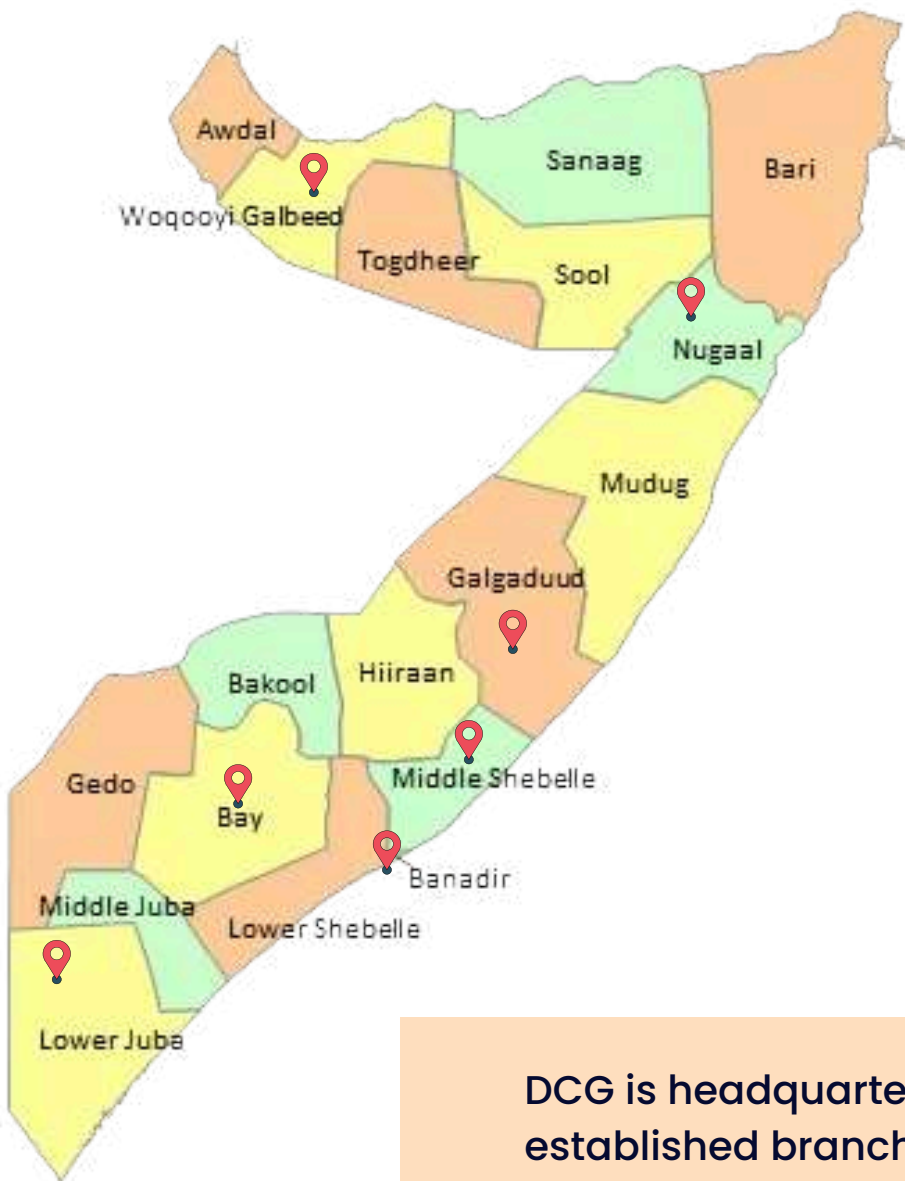
Quality is central to DCG's identity. We take pride in delivering proactive, responsive, and client-focused services at every stage of an assignment, ensuring solutions that are both technically sound and contextually appropriate.

06

## Relationship-Based Partnerships

We build long-term, collaborative partnerships with our clients. By combining sector expertise, advanced analytical capabilities, and human-centered approaches, we support organizations in shaping effective strategies and driving sustainable growth.

## REGIONS OF OPERATION



DCG is headquartered in **Mogadishu**, with established branch offices in

- Garowe
- Hargeisa
- Kismayo
- Baidoa
- Jowhar
- Dhusamareeb

Through this national footprint and strong operational systems, DCG has the technical and logistical capacity to design and implement projects across all regions of Somalia.



# OUR SERVICES

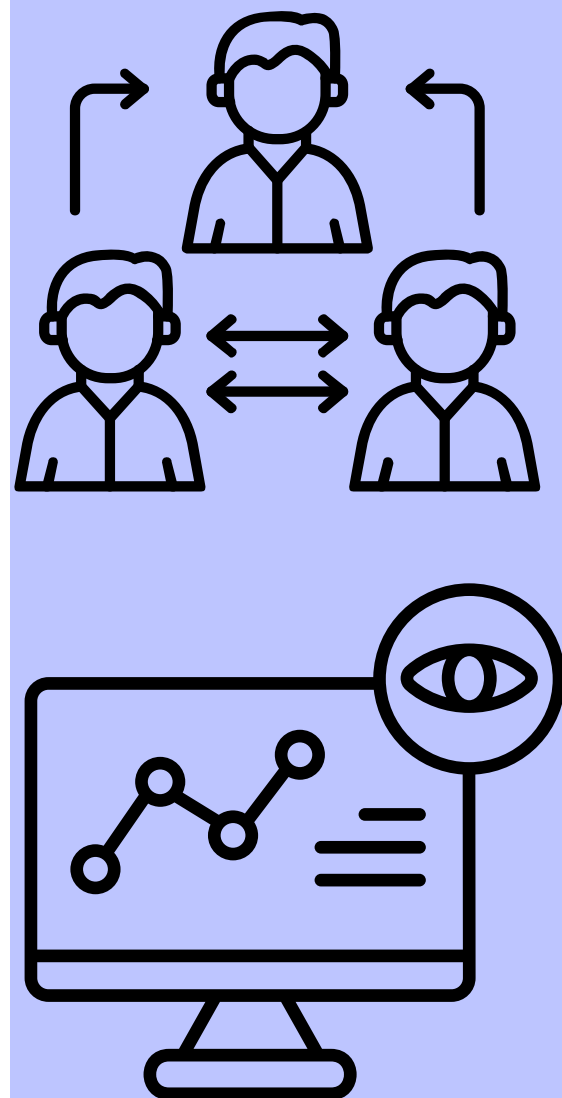
01

## Third-Party Monitoring (TPM)

Operating in Somalia's complex security and logistical environment, international staff are often constrained in accessing project locations. DCG's extensive national presence enables reliable access to project sites across both urban and remote rural areas, allowing us to undertake third-party monitoring assignments effectively and independently.

We support clients by tracking project implementation, monitoring outputs, and assessing performance over time. Through regular field verification and systematic reporting, we provide timely feedback and early warning signals on progress, challenges, or deviations, enabling evidence-based decision-making and adaptive project management.

DCG has strong capacity in primary data collection using both paper-based tools and digital platforms, including Open Data Kit (ODK). We ensure that client project teams receive accurate, up-to-date data in the required formats, while continuously reviewing MEL information to support management in achieving project targets. In addition, we conduct field visits to document case studies and success stories, tailored to specific client reporting and learning needs.



## Baseline, Midterm, and Endline Evaluations

DCG delivers high-quality baseline surveys, midterm reviews, and endline evaluations to support evidence-based program design, implementation, and accountability. Our multidisciplinary team of carefully selected professionals brings international-level expertise and methodological rigor to evaluating projects and programmes across diverse sectors and operating contexts.

We design and implement baseline surveys to generate reliable, high-quality data that accurately reflects pre-intervention conditions, aligned with project indicators and logframes. This enables clients to establish clear benchmarks against which progress, outcomes, and impact can be systematically measured over the project lifecycle.

At midterm and endline stages, DCG conducts comprehensive performance assessments using agreed evaluation criteria, including relevance, effectiveness, efficiency, impact, and sustainability. We analyze quantitative and qualitative evidence to assess results, identify lessons learned, and provide practical, actionable recommendations. In addition, we undertake situational analyses to enhance contextual understanding and deliver insightful, decision-oriented evaluation reports that inform strategic planning and adaptive management.

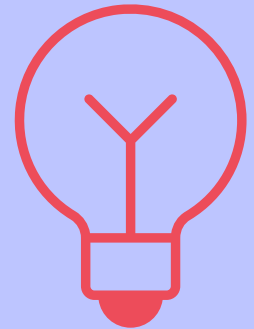




## Special Studies and Research

DCG undertakes tailored special studies and assessments to generate robust evidence that supports informed decision-making and effective programme design. Our work is grounded in rigorous research methodologies and context-sensitive analysis, ensuring that findings accurately reflect realities on the ground.

In addition, DCG conducts applied and thematic research to address knowledge gaps on emerging and priority issues relevant to humanitarian, development, and governance contexts in Somalia and the wider region. Through high-quality analysis and clear, actionable reporting, we support partners in strengthening learning, policy formulation, and evidence-based programming.



# Research



tailored special  
studies



applied and thematic  
research



learning studies

## Environmental and Social Impact Assessment (ESIA) and Climate Resilience

DCG provides comprehensive Environmental and Social Impact Assessment (ESIA) services to support sustainable and responsible development across diverse sectors. We work closely with clients to identify, assess, and mitigate potential environmental and social risks associated with development interventions, ensuring compliance with national regulations and international safeguard standards.

Our ESIA services cover a wide range of sectors, including infrastructure, energy, mining, industry, and the built environment. We develop practical Environmental and Social Management Plans (ESMPs) that outline appropriate mitigation, monitoring, and compliance measures to minimize adverse impacts while enhancing positive outcomes.

DCG's multidisciplinary team comprises highly qualified professionals with expertise in environmental management, health and safety, and social safeguards. The team provides both technical and regulatory advisory support, enabling clients to meet legislative requirements and international best practices throughout the project lifecycle.

In response to growing climate change challenges, DCG is strongly committed to advancing environmental sustainability and climate resilience.

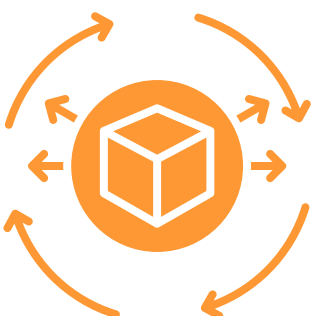
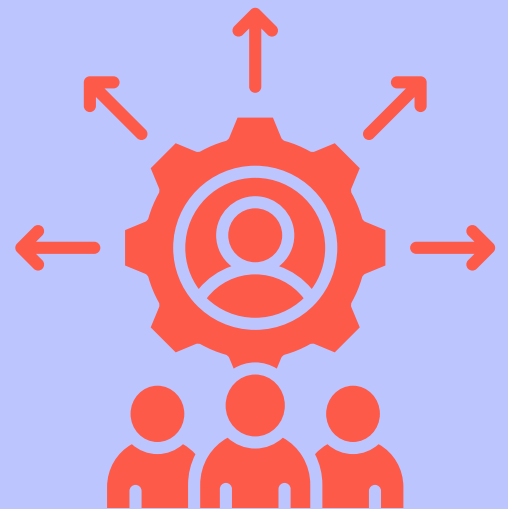


## MEAL Systems Setup and Capacity Building

Strong Monitoring, Evaluation, Accountability, and Learning (MEAL) systems are essential to the success of programmes and projects, particularly in fragile and complex operating environments. DCG supports partners to design, establish, and strengthen robust MEAL frameworks that enable systematic tracking of progress, results, and accountability commitments.

In addition to delivering research and evaluation assignments, DCG provides end-to-end support in setting up MEAL systems, reviewing existing frameworks, and building the technical capacity of project teams. Our services include the development of MEAL plans, indicators, data collection tools, reporting systems, and learning mechanisms aligned with donor requirements and international best practices.

Through targeted training and hands-on mentoring, we equip staff with practical skills in monitoring, evaluation, accountability, and learning. This strengthens organizational learning, enhances transparency, and supports evidence-based decision-making, ultimately improving programme effectiveness and strategic impact.

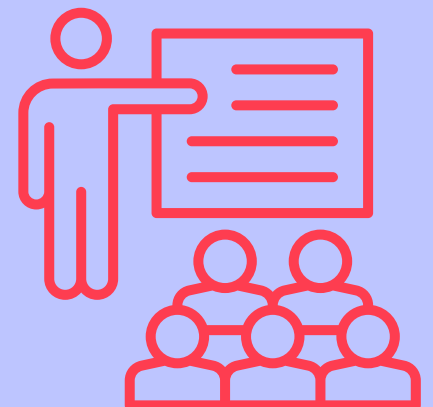


# Training and Capacity Building

Diversity Consulting Group (DCG) delivers high-quality training and capacity-building services designed to strengthen institutional and individual performance. We provide advanced training programs and short technical courses delivered through workplace-based seminars, workshops, and tailored learning interventions.

Our training portfolio covers key areas including project management, research and evaluation methods, data analysis, report writing, financial management and bookkeeping, and related technical and managerial disciplines. All training is delivered by highly qualified and experienced professionals, ensuring relevance, rigor, and practical applicability.

DCG adopts a client-centered approach, tailoring training content and methodologies to the specific needs and contexts of each organization. We also facilitate strategic planning and Organizational Development (OD) workshops and provide timely, structured reports upon completion.



# Business Development Services

01

## BUSINESS PLAN DEVELOPMENT

We support clients in developing robust, investor- and donor-ready business plans grounded in market analysis, financial projections, risk assessment, and implementation roadmaps.

02

## STRATEGIC PLANNING

DCG facilitates structured strategic planning processes to help organizations define clear vision, mission, and strategic objectives, supported by actionable plans and performance frameworks.

03

## FINANCIAL MANAGEMENT

We provide advisory and capacity-building support in financial management, including budgeting, financial reporting, cash flow management, and internal controls, to strengthen financial sustainability and accountability.

04

## Business Skills Training and Systems Development

DCG delivers targeted training to strengthen core business competencies, while supporting the establishment of effective business structures, governance arrangements, and operational systems.

05

## Marketing Strategy Development

We design market-driven marketing strategies that enhance brand positioning, customer engagement, and market access, informed by data, competitive analysis, and value chain dynamics.

# Interpreting and Translation Services

Diversity Consulting Group (DCG) provides professional interpreting and specialized translation services across a wide range of languages and technical disciplines. Our services are delivered by certified professional linguists and subject-matter experts, ensuring accuracy, confidentiality, and adherence to international quality standards. Our interpreting and translation services include:

## OUR INTERPRETING AND TRANSLATION SERVICES INCLUDE:



**DOCUMENT TRANSLATION**



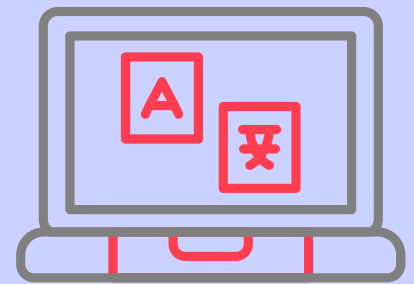
**TELEPHONE AND VIDEO REMOTE  
INTERPRETING**



**ON-SITE INTERPRETING**



**CONFERENCE INTERPRETING**



DCG supports clients with reliable language solutions tailored to technical, institutional, and operational contexts, facilitating effective communication across diverse stakeholders and environments.



# Thematic Areas of Expertise

## Health



Strengthening health systems, service delivery, and health outcomes through evidence-based programming and evaluations.

## Education



Enhancing access to quality education through research, evaluations, capacity development, and system-strengthening initiatives.

## Quality Infrastructure



Supporting standards, quality assurance systems, conformity assessment, and trade facilitation to improve market access and compliance.

## Nutrition



Supporting nutrition-sensitive and nutrition-specific interventions, including assessments, monitoring, and learning for improved nutrition outcomes.

## Food Security and Livelihoods



Promoting resilient livelihoods, agricultural development, and food security through assessments, monitoring, and impact evaluations.

## Gender and Social Inclusion



Promoting gender equality and social inclusion through gender-responsive analysis, programming, and institutional capacity development.

## Business Development



Supporting enterprise development, value chain strengthening, and private sector growth through advisory services, capacity building, and market-based solutions.

## Child Protection



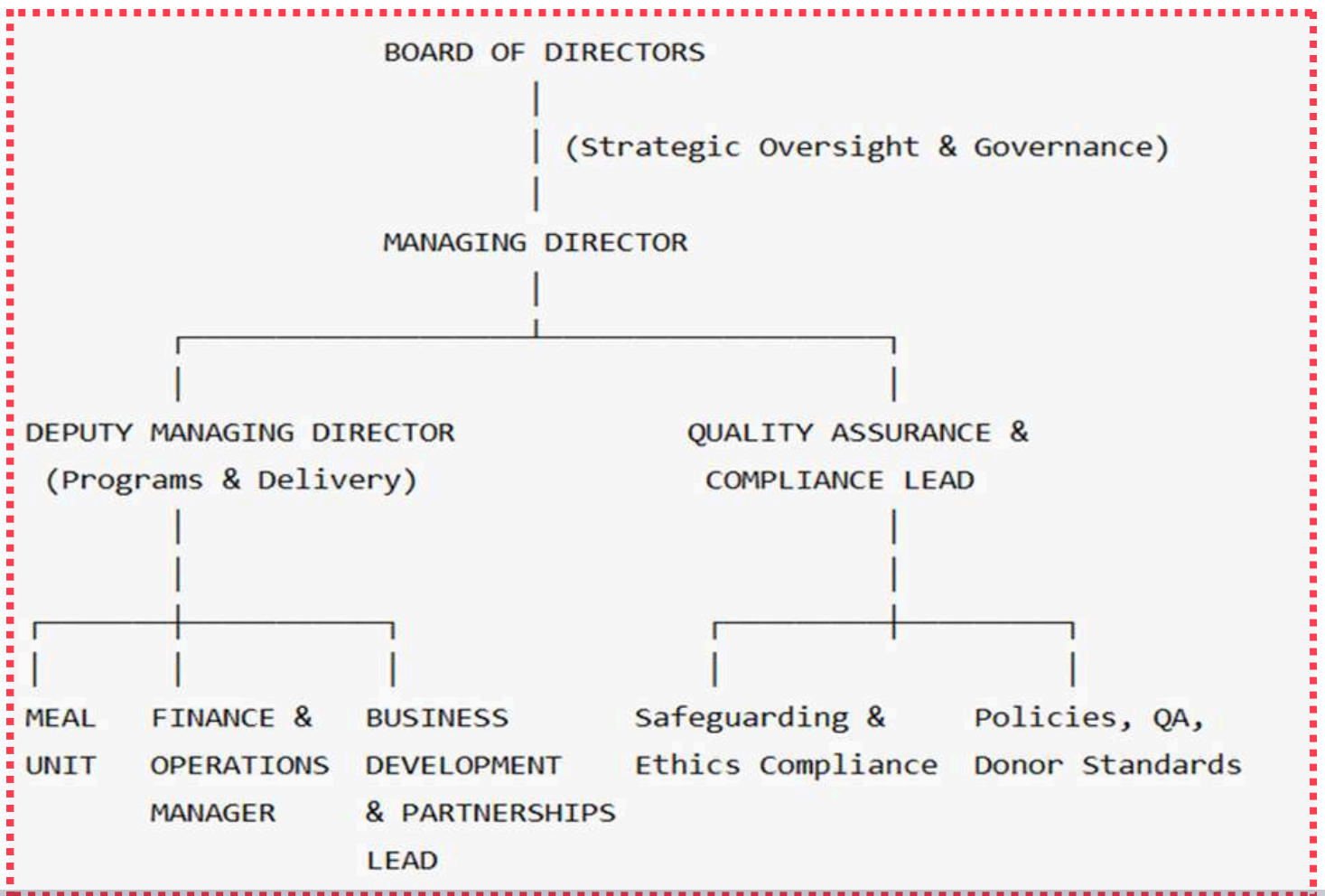
Supporting child protection systems, safeguarding mechanisms, and evidence-based programming to protect children from harm and exploitation.

## Accountability and Climate Resilience



Strengthening accountability mechanisms while integrating climate change adaptation, environmental sustainability, and resilience approaches into programmes and policies.

# Our Governance structure



## SOME OF OUR RELATED EXPERIENCES/CLIENTS

| YEAR | CLIENT                                                                                                                  | DESCRIPTION                                                                                                                                            |
|------|-------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------|
| 2026 |  NAP Global Network                    | Translation of the Roadmap for Implementing Education Adaptation Activities Under Somalia's National Adaptation Plan (2026–2030)                       |
| 2026 |  NAP Global Network                    | Develop Roadmap for Implementing Education Adaptation Activities Under Somalia's National Adaptation Plan (2026–2030)                                  |
| 2026 |                                        | ESIA Regulations Operationalization Assignment                                                                                                         |
| 2025 |  VNG International                     | Disaster Risk Reduction (DRR) assessment in VNG's target districts in Somalia and subsequently provided training to the DRR committees in those areas. |
| 2025 |  WFP World Food Programme              | Unconditional Cash Transfer assessment                                                                                                                 |
| 2025 |  SOS CHILDREN'S VILLAGES             | FS Educare project evaluation in Bidoa                                                                                                                 |
| 2025 |  UN CDF                              | impact assessment of the LDF project in Puntland                                                                                                       |
| 2024 |  VNG International                   | Stakeholder mapping and identification exercise for Disaster Risk Reduction (DRR) actors in Puntland and develop SOPs for them.                        |
| 2024 |  SIDRA INSTITUTE                     | Translation of the Education in Emergency Response Strategy.                                                                                           |
| 2024 |                                      | Review of Somalia's Nationally Determined Contributions (NDCs) in the disaster preparedness and management sector.                                     |
| 2024 |                                      | Local Economic Development Assessment                                                                                                                  |
| 2023 |  Save the Children                   | Wash in schools Assessment                                                                                                                             |
| 2023 |  Diakonia<br>People Change the World | Baseline assessment for improving access to maternal and reproduction healthcare services                                                              |
| 2023 |  giz                                 | Baseline Assessment of Urban Food Security Project                                                                                                     |

| YEAR | CLIENT                                                                                                                                           | DESCRIPTION                                                                                                                                                                                                                                                            |
|------|--------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 2022 |  <b>Food and Agriculture Organization of the United Nations</b> | Crop Yield Assessment in collaboration with University of Bosaso                                                                                                                                                                                                       |
| 2022 | <br><b>THE WORLD BANK</b>                                       | Road Construction Jobs Assessment focusing on the inclusion of women and internally displaced persons (IDPs) in job opportunities created through civil works for the Municipality of Garowe under a World Bank-funded project.                                        |
| 2021 |                                                                 | In cooperation with Smart Vision for consultancy, DCG was assigned to help undertake the fieldwork for final evaluation of East Africa crises Appeal funded by DEC and implemented by Islamic Relief Worldwide. DCG strictly adhered the OECD-DAC evaluation criteria. |
| 2021 | <br><b>unicef</b>                                             | DCG conducted a survey commissioned by UNICEF to assess the impact of communication activities on the overall results of the polio campaign. The findings were intended to inform the planning and implementation of communication activities in future campaigns.     |
| 2020 |                                                               | Development on Somalia Market and Business Assessment Survey                                                                                                                                                                                                           |
| 2019 |                                                               | Midterm evaluation of TIS project. The aim of the project was to increase Somalia's stability through participatory processes that promote good governance and community cohesion.                                                                                     |
| 2019 |                                                               | DCG have conducted training on Customer Care Training for Arafat Hospital staff.                                                                                                                                                                                       |

# GET IN TOUCH

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