DIVERSITY CONSULTING GROUP

COMPANY PROFILE 2026

Diversity Consulting Group

Local insight.
Rigorous evidence.
Practical solutions.

Research, monitoring, evaluation and advisory services in Somalia.

Mogadishu, Somalia

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Evidence and expertise for informed decisions

Diversity Consulting Group (DCG) is a multidisciplinary consulting firm headquartered in Mogadishu, Somalia. We support governments, multilateral organisations, humanitarian agencies and development partners through research, advisory and implementation support.
Established in 2019, DCG combines local knowledge, multidisciplinary expertise and practical delivery capacity to help clients understand context, assess results and strengthen programmes.

100+
Projects satisfactorily completed

50+
Clients served

6
Branch offices across Somalia

SELECTED CLIENTS

UNDP · WFP World Food Programme wfp.org · care · giz · Save the Children · THE WORLD BANK · SIDRA INSTITUTE · Islamic Relief · Shaqodoon Organization · ILO · KAALO Aid and Development Org · UNCDF · DAI Shaping a more livable world. · VNG International · Diakonia · ARAFAT · NAP Global Network · SALAAM BANK · SOS CHILDREN'S VILLAGES

Grounded in Somalia

Connected to wider expertise.

DCG’s national presence supports field assignments across Somalia while connecting local insight with multidisciplinary and international expertise.

National reach, carefully coordinated. Our operating model brings together local access, professional oversight and specialist capability for assignments in varied locations and contexts.

OFFICE NETWORK

Headquarters: Mogadishu.

Branch offices: Garowe, Hargeisa, Kismayo, Baidoa, Jowhar and Dhusamareeb.

DCG's national presence supports field assignments in urban and remote rural locations. Local experts and institutions contribute knowledge of community priorities, social dynamics and operating conditions.

Our multidisciplinary staff and associate experts combine contextual understanding with research, management and technical skills. Assignments are delivered through professional oversight, close supervision and quality assurance.

HOW THE NETWORK ADDS VALUE

Local knowledge

Contextual understanding of communities, social dynamics and operating conditions.

Technical expertise

Research, management and technical skills supported by professional oversight.

Specialist partnerships

Access to complementary expertise and technologies when assignments require them.

Practical advice. Professional delivery.

Mission
To understand each client's priorities and deliver tailored consulting services grounded in rigorous analysis and practical execution, supporting informed decisions and measurable results.

Vision
To be a leading consulting partner recognised for delivering value to clients and contributing to sustainable development across the region and beyond.

OUR VALUES

Excellence
Apply professional standards, innovation and efficient delivery.

Reliability
Make realistic commitments and deliver on them.

Commitment
Prioritise client needs while investing in our people.

Integrity
Communicate honestly about challenges, options and limitations.

Quality of service
Provide responsive, technically sound and contextually relevant support.

Partnership
Build collaborative relationships that support long-term value.

Eight complementary service lines

DCGbrings together evidencegeneration,programmesupportandspecialistadvisoryservices to respond to diverse institutional needs.

01

Third-party monitoring

Independent field verification, implementation tracking and reporting.

02

Baseline, midterm and endline evaluations

Benchmarks, performance assessment and evidence for learning.

03

Special studies and research

Tailored assessments, applied research and learning studies.

04

Environmental and social assessment

ESIA, management plans, safeguards and climate resilience.

05

MEAL systems

Frameworks, indicators, tools, reporting and learning mechanisms.

06

Training and capacity development

Practical technical and management skills.

07

Business development advisory

Strategy, business planning, finance and organisational systems.

08

Interpreting and translation

Reliable language support for technical and institutional communication.

Evidence across the programme cycle

THIRD-PARTY MONITORING

DCG undertakes independent monitoring where security and logistical constraints can limit direct access. We track implementation and outputs, verify field progress and provide timely feedback on emerging challenges.
Services include field verification, paper-based and digital data collection, including Open Data Kit (ODK), routine reporting, case studies and success stories.

BASELINE, MIDTERM AND ENDLINE EVALUATIONS

We establish pre-intervention benchmarks aligned with indicators and logframes, then assess performance and results as programmes progress.
Our evaluations combine quantitative and qualitative evidence and apply agreed criteria, including relevance, effectiveness, efficiency, impact and sustainability. Findings are translated into practical recommendations for planning, accountability and adaptive management.

PROGRAMME CYCLE

Establish benchmarks › **Assess progress and results** › **Inform decisions and learning**

Turn evidence into organisational learning

SPECIAL STUDIES AND RESEARCH

DCG designs tailored studies and assessments to address decision-making needs and knowledge gaps. Our work includes applied and thematic research, situational analyses and learning studies relevant to humanitarian, development and governance contexts.
We combine methodological rigour with contextual analysis to produce clear findings and actionable recommendations.

MEAL SYSTEMS

We help partners design, establish and strengthen monitoring, evaluation, accountability and learning systems. Support includes MEAL plans, indicators, data collection tools, reporting arrangements and learning mechanisms aligned with programme and donor requirements.
Targeted training and mentoring equip teams to use these systems in everyday programme management.

MEAL SYSTEM COMPONENTS



Environmental and social insight

For better decisions.

DCG provides Environmental and Social Impact Assessment (ESIA) services to identify and assess potential risks and support responsible project planning.

ASSESSMENT-TO-MANAGEMENT PATHWAY

STEP	FROM	TO
01	Assessment	Risk assessment
02	Risk assessment	Mitigation planning
03	Mitigation planning	Monitoring measures
04	Monitoring measures	Regulatory and technical advice
05	Regulatory and technical advice	Management

We develop Environmental and Social Management Plans (ESMPs) that set out mitigation, monitoring and compliance measures. Technical and regulatory advice supports clients in addressing national requirements and relevant international safeguard standards.

DCG EXPERTISE

Our expertise spans environmental management, occupational health and safety, social safeguards, environmental sustainability and climate resilience.

SECTORS SERVED

Infrastructure / Energy / Mining / Industry / Built environment.

Strengthen the people and systems

Behind delivery.

TRAINING AND CAPACITY DEVELOPMENT

DCG delivers tailored seminars, workshops and short technical courses. Training areas include project management, research and evaluation methods, data analysis, report writing, financial management and bookkeeping.
We adapt content and delivery methods to institutional needs, facilitate strategic planning and organisational development workshops, and provide structured completion reports.

BUSINESS DEVELOPMENT ADVISORY

Business planning	Market analysis, financial projections, risk assessment and implementation roadmaps.
Strategic planning	Vision, mission, priorities, actionable plans and performance frameworks.
Financial management	Budgeting, reporting, cash flow and internal controls.
Business skills and systems	Core competencies, governance arrangements and operational systems.
Marketing strategy	Positioning, customer engagement, market access and value-chain analysis.

Clear communication

Across technical and institutional contexts.

DCG provides professional interpreting and translation services through linguists and subject-matter experts. We support accuracy, confidentiality and communication across diverse stakeholders and technical disciplines.

01

Document translation

02

Telephone and video remote interpreting

03

On-site interpreting

04

Conference interpreting

Language support is tailored to the technical, institutional and operational context of each assignment.

Thematic areas of expertise

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

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

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

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

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

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

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

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

Clear oversight, delivery and quality assurance responsibilities.



Selected assignments and clients

2026-2019

YEAR	CLIENT	ASSIGNMENT
2026	NAP Global Network	Translation of the Roadmap for Implementing Education Adaptation Activities Under Somalia's NDP (2026–2030)
2026	NAP Global Network	Develop Roadmap for Implementing Education Adaptation Activities Under Somalia's NDP (2026–2030)
2026		ESIA Regulations Operationalization Assignment
2026	Diakonia	Baseline assessment for improving access to maternal and reproductive healthcare services
2025	Food and Agriculture Organization of the United Nations	PDM & Outcome Monitoring Study for the 2024 SFERA & AA projects
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	UNCDF	impact assessment of the LDF project in Puntland
2024	VNG International	Stakeholder mapping and identification exercise for DRR actors in Puntland and develop SOPs for them.
2024	SOS CHILDREN'S VILLAGES	FS Educare project evaluation in Baidoa
2024		Review of Somalia's Nationally Determined Contributions (NDCs) in the disaster preparedness and management sector.
2024	ILO	Local Economic Development Assessment
2024	Save the Children	WASH in Schools Assessment

Selected assignments and clients

2023-2019

YEAR	CLIENT	ASSIGNMENT
2023	Diakonia	Mid Term Review Democracy, Human Rights and Resilience (DHRR)
2023	giz	Baseline Assessment of Urban Food Security Project
2023	SIDRA INSTITUTE	Translation of the Education in Emergency Response Strategy.
2022	WFP World Food Programme wfp.org	Unconditional Cash Transfer assessment
2022	Food and Agriculture Organization of the United Nations	Crop Yield Assessment in collaboration with University of Bosaso
2022	THE WORLD BANK	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	ISLAMIC RELIEF	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	CANDLELIGHT For Environment, Education & Health	Endline Evaluation of Emergency Cash Transfer and Resilience building project
2020	Shaqodoon	Development on Somalia Market and Business Assessment Survey
2019	DAI Shaping a more livable world.	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	ARAFAT	DCG conducted customer care training for Arafat Hospital staff.

Let’s work together

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CONTACT US

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