



Center for Development Management (CDM) Consulting and Learning Facility



Business Profile

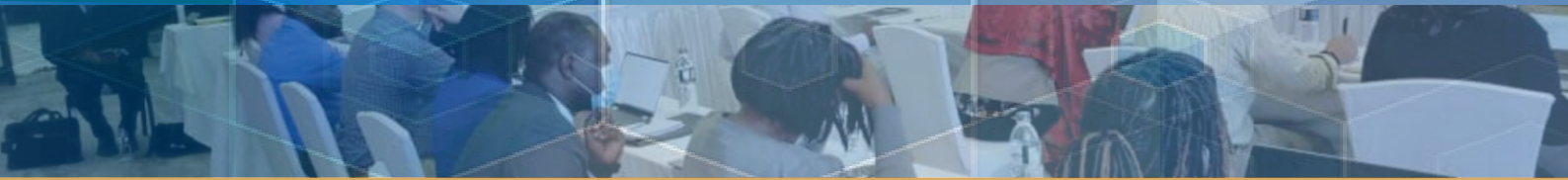
INTRODUCTION

THE CENTRE FOR DEVELOPMENT MANAGEMENT (CDM) CONSULTING

The Centre for Development Management is a registered private partner consulting and learning centre offering policy and technical advice, business development, capacity building and strategic development management services in rural development, education, gender, HIV and AIDS, Children, Youth organizational development, IEC, natural resources management, GIS/GPS and agriculture. Established in 2003, the Centre was established to support poverty reduction efforts by providing affordable but high quality local technical assistance in social and economic development as guided by the Millennium Development Goals (MDGs) and the Malawi Growth and Development Strategy (MDGS), the over-arching policy instruments at national and regional level.

The Centre has unparalleled experience in development research, business training, advocacy and project cycle management. The Centre is composed of well-qualified Malawian nationals who understand the poverty and development situation in Malawi and the SADC Region, with good and traceable experience in development planning and management. They will always strive to add value to your organization or project.

Over the past 15 years, the CDM has worked with a number of national, regional and international organisations, some of which include: The Malawi Government, USAID, the National AIDS Commission, The Department for International Development (DFID), Sunbird Hotels, UNICEF, UNFPA, UNAIDS, various Government Ministries, Save the Children, Family Health International, GIZ, Word Vision International, Catholic Development Commission, Plan International, AusAID, LTS International, International Institute for Environment and Development, CARE Malawi, CARE Rwanda, NEDICO Harare, UNICEF Swaziland, Microfinance Opportunities (Washington), USAID, ECORY Netherlands and many other organisations.



**Area 15/31
Chiwengo Street
Lilongwe City
P.O. Box 31810,
Lilongwe 3.**



+265 1 762 755



**+265 999 839 847
+265 888 839 847
+265 999 420 034**



**cdmconsultants2003@gmail.com
bbsibale@gmail.com
pjjere@globemw.net**



cdmmalawi.org

THE CENTRE FOR DEVELOPMENT MANAGEMENT (CDM) CONSULTING

OUR VISION

Research and capacity building for a wealthy and inclusive society

OUR MISSION

Provide affordable high quality project development, research and capacity building services through transformative approaches

OUR CORE VALUES

In doing our work, we are guided by the following values:

- ◆ Teamwork
- ◆ Excellence
- ◆ Commitment & Dedication
- ◆ High Quality Services,
- ◆ Effectiveness & Efficiency





CDM Management Team

BRIGHT SIBALE, PhD.
Team Leader



BRIGHT SIBALE, PhD.
Team Leader

Bright is the CDM Team Leader and seasoned Consultant and Researcher on Rural/Social Development, M&E, Project Management and Gender Mainstreaming, with over 15 years' experience working on development issues in government, donor and non-governmental organizations. Bright has over 20 years' Experience in rural and social development programming in Malawi and SADC countries. He has recently been a Rural and Social Development Expert for many large-scale consultancies in Malawi. He is a seasoned Researcher, M&E Expert managing large data sets using STATA, ODK, R, SPSS, etc for several qualitative and quantitative research assignments in Malawi and the region.

He has been Team Leader and Deputy Team Leader on many studies and international teams working in Malawi on many HIV and Gender, environment and natural resources projects. He has good experience of aid modalities and of working on donor assignments including design, implementation and M&E of a number of large donor funded projects. He has 18 years of project experience in agriculture, rural development and food security and advisor for agribusiness, rural livelihood, income generating and forestry projects. He has done several Baseline, Mid-term and End of term evaluations in Malawi for NGOs and donor partners.

He has strong experience in integrated development and participatory methods with extensive mainstreaming cross-cutting issues (gender, HIV/AIDS, climate change and environment). He has experience of working with institution development, capacity building and decentralisation programmes for public institutions in Malawi. He also has strong experience in project and financial management managing up to over \$1,000,000 projects including strong experience in multi-cultural environments in SADC and sub-Saharan Africa countries. He has strong communication and report writing skills.



PETER MBIKO JERE, PhD. Deputy Team Leader.

Peter is a Business Development, Strategy, Capacity Building and Leadership Expert, Certified Professional Investor and Coach with 22 years of uninterrupted consulting and business in the fields of Business Development, Project Management, Marketing, Development Research, experience, Entrepreneurship, Investment, Training and Strategic Planning. An accomplished Corporate Leader, Consultant & Business Practitioner, Peter holds a Doctor of Philosophy Degree in Business Administration & a Master's Degree in Strategic Management.

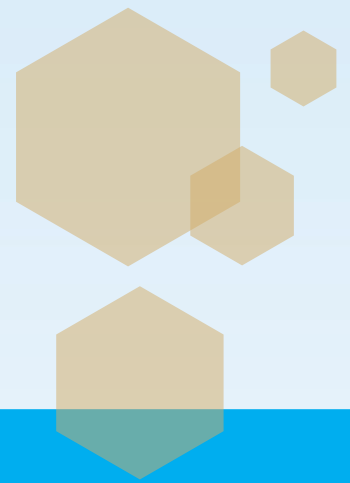
He also holds an International Diploma in Project Management, an Entrepreneurship & Innovation Certificate from Makerere Business School & a Professional Business Coaching Certificate from New Economic Evolution of the World (NEEW), a global investment network registered with the US Securities. Peter is a multi-skilled self-starter with the ability to undertake macro and micro level policy Exchange, analysis and design short to medium and long-term development & business models.

He is a seasoned consultant trainer, mentor and professional coach who supports corporate clients with capacity building in the areas of Investment, Entrepreneurship, Business development, Leadership, Monitoring and Evaluation, Strategic Planning, Financial Management, Financial Education, Appreciative Enquiry, and Performance Management. Peter has published works in Entrepreneurship, Strategic Management, HIV and AIDS.

PETER MBIKO JERE, PhD
Deputy Team Leader.



IVY KASOTE, BSc. Director of Operations.



Ivy is a dedicated and hardworking GIS analyst with 15 years of experience working with various GIS and Remote Sensing data and packages. She also works as Director of Operations at CDM. She holds a Post Graduate Diploma in Remote Sensing and GIS from African Regional Centre for Space Science Technology Education, Obafemi Awolowo University, 2007. She also holds a BSc. Geography, Mzuzu University 2006. She is very experienced and knowledgeable in analyzing complex data, and resolving issues with respective complex solutions using remote Sensing (RS) and Geographic Information system (GIS) technologies.

Ivy is also well versed with several GIS and RS packages including ESRI ArcGIS and working on ArcSDE database, ERDAS Imagine, ENVI, ILWIS, IDRIS, ER Mapper and SPRING. She has cumulative work experience as a consultant applying RS and GIS science in projects related to Natural Resources Management – Land, Water, Forest, Health, Education and Agriculture. She has successfully delivered on the position of GIS specialist on a number of projects funded by big donor Agencies such as World bank, FCDO, Millennium Challenge Corporation, JICA, European Union and Trocaire. She is a trainer of various GIS and RS packages at all levels. During her career she has trained professionals from various government ministries, NGOs, Parastatals and students in various RS and GIS packages.

IVY KASOTE, BSc.
Director of Operations.





ABEL SHABA, MSc. Assistant Operations Director

Abel is an Agricultural Economist and Researcher with ten years of consulting experience in market analysis, poverty analysis, budget analysis, microfinance and financial literacy, strategic planning and development, project planning, monitoring and evaluations and impact assessments. He holds a Master of Science in Agricultural and Applied Economics from the University of Malawi with sponsorship from Africa Economic Research Consortium (AERC) under the Collaborative Masters for Agricultural and Applied Economics (CMAAE) Programme.

Abel also holds a Bachelor of Science in Agricultural Economics obtained from the University of Malawi, Bunda College. Abel has worked with the private sector organisations, non-government organisations and government institutions in Malawi, Tanzania, Mozambique, Lesotho, and Swaziland. Abel also works as an Assistant Director of Operations at CDM, providing support in terms of financial management, procurement and human resource management of the organisation. Between 2015 and 2018, Abel worked as an Adjunct Lecturer at the Lilongwe University of Agriculture and Natural Resource (LUANAR) in the Department of Agricultural and Applied Economics. Abel is a recipient of the International Food Policy Research Institute (IFPRI) Malawi's Bunda Grant Scheme (BGS) mentorship program.

ABEL SHABA, MSc.
Assistant Operations Director





GILBERT C. CHINTOKOMA, MSc. Assistant Director of Operations

GILBERT C. CHINTOKOMA, MSc.
Assistant Director of Operations

Gilbert is an Environmental and Natural Resources Management Expert with over seven years' experience in consulting. He holds an MSc in Environmental Engineering, Nelson Mandela African Institution for Science and Technology (NM-AIST), Arusha, Tanzania, 2012-2014 and a BSc in Environmental Science, Bunda College of Agriculture, University of Malawi (UNIMA), Lilongwe, Malawi, 2006-2010. He is currently studying for a PhD in Water Management, African Centre of Excellence for Water Management (ACEWM), from University of Addis Ababa, Ethiopia, 2020-2024. Gilbert joined CDM in 2015. He is an experienced consultant with a keen interest in climate change resilience, food and water security. Gilbert has worked as a lead consultant on NGO-led programmes, as a study/project manager for a number of large-scale evaluation assignments and as an environmental and social safeguards specialist for both World Bank and USAID funded projects.

He has knowledge and skills in quantitative and qualitative data collection and data analysis methods. He also has knowledge and skills in MEL system design (logic models and data capture and analysis methods and tools), capacity assessments and capacity building. He has worked in Mozambique Ethiopia, Tanzania and Burkina Faso as well as on several projects across Malawi. His current research focusses on development of innovative solutions for addressing water and sanitation problems in developing countries.





Other Key Experts



CALVIN MSAUKA, BSc – Value Chain Development Expert

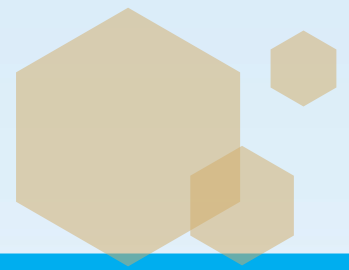
CALVIN MSAUKA, BSc –
Value Chain Development Expert

Calvin Msauka has 9 years' experience in the Agriculture industry, he holds a BSc in Horticulture obtained from the then University of Malawi, Bunda college and also a Post graduate certificate in General Agriculture obtained from Agro studies, International training Center for Agriculture apprenticeship program between the government of Malawi and Israel, where there is " Learning by Doing". In addition, he has fully participated in the Drip irrigation training of trainer's program under GIZ and Lilongwe university of Agriculture and Natural resources. He has held a junior management position of a 3300ha commercial and seed replication enterprise under Clinton Foundation which was split in 3 locations across Malawi, the enterprise also partnered with Kawandama Ranch to have Boran cattle and Dorper sheep raised on one of the site. Calvin has been involved in the P3 on farm trials of different Maize varieties of Pannar seed company in central Malawi. He has a recognized ability as a 'problem-solution-finder' that has enabled him create workable farming/cropping system in the biggest greenhouse farming project in Malawi under GBI greenhouse Limited. He has worked in sub-optimum environments and proven to register significant results.

In addition, he has had the exposure of working with modern agricultural equipment which makes him an optimizer of agriculture technology and crop production measures. He has hands on experience in post-harvest handling of different agriculture commodities in a factory, a thing which raises a bar for farmers and help in maximizing profits. He is passionate to work with smallholder farmers in the quest for Agricultural commercialization, in the recent past, he voluntarily chaired a Task force of smallholder farmers in vegetable and fruit farming, where smallholders produced, added value and sold vegetables to Local Buy a subsidiary of Tradeline limited. Calvin has also provided technical support to Toleza farm on orchard management where he has trained farm supervisors and workers on handling citrus trees.



MIKE NKHOMA, PhD. Education Specialist.



MIKE NKHOMA, PhD
Education Specialist.

Gilbert is an Environmental and Natural Resources Management Expert with over seven years' experience in consulting. He holds an MSc in Environmental Engineering, Nelson Mandela African Institution for Science and Technology (NM-AIST), Arusha, Tanzania, 2012-2014 and a BSc in Environmental Science, Bunda College of Agriculture, University of Malawi (UNIMA), Lilongwe, Malawi, 2006-2010. He is currently studying for a PhD in Water Management, African Centre of Excellence for Water Management (ACEWM), from University of Addis Ababa, Ethiopia, 2020-2024. Gilbert joined CDM in 2015. He is an experienced consultant with a keen interest in climate change resilience, food and water security. Gilbert has worked as a lead consultant on NGO-led programmes, as a study/project manager for a number of large-scale evaluation assignments and as an environmental and social safeguards specialist for both World Bank and USAID funded projects.

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THOKOZANI CHIRWA MUSACHI, BA.
Development Communications,
Marketing & Qualitative Research Expert

THOKOZANI CHIRWA MUSACHI, BA.
Development Communications,
Marketing & Qualitative
Research Expert

Thokozeni is a qualified development communications and qualitative research expert with over 5 years in development communications, marketing and participatory research. She holds a bachelor's degree in Media for Development which she obtained from the University of Malawi, Chancellor College. She designs development communications products and undertakes documentation of success stories as part of project management.



HLUPEKILE PHIRI NYASULU, MSc.
Health Expert

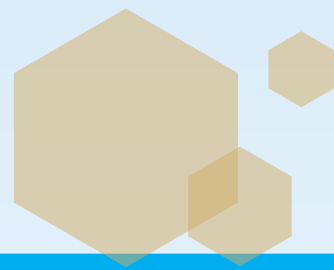
HLUPEKILE PHIRI NYASULU MSc.
Health Expert

Hlupekile is a Health Expert with over 10 years work experience in both the public and private health sectors. She is a registered nurse midwife with a Master of Science in Global Public Health and Policy from Queen Mary University of London. She also holds a Bachelor of Science in Nursing and a University Certificate in Midwifery.

Both the academic and work areas have given her knowledge and skills in health management, project management, HIV/AIDS programming, sexual and reproductive health, family planning, maternal, newborn and child health. She also has experience in social franchising for health having led a DFID funded national program on the Bluestar Healthcare Network in the country. In recent years, she has worked in various research studies with ICAP Malawi, CDC, EGPAF, CDM and other organizations hence acquiring more skills in this area.



WINGSTON NG'AMBI, MSc. Data Manager & Statistician



WINGSTON NG'AMBI, MSc.
Data Manager & Statistician

Wingston Ng'ambi is a seasoned Data Manager and Statistician for CDM with over 10 years' experience in data management and statistics. He holds a Master of Science in Epidemiology Statistics obtained from the University of London and London School of Hygiene & Tropical Medicine (2017). He also holds a BSc in Statistics and Demography with a distinction obtained from the University of Malawi, Chancellor College, (2006-2009). Wingston has done various other training to complement his professional training in data management and statistics as follows: His skills range from development of (mobile) data collection applications, data management, data analysis and report writing. He has many years of experience in survey data management, analysis and reporting in various socio-economic projects in Malawi and other SSA countries.

To date he has managed over 20 projects under CDM. He has also published a lot of material to his credit. In 2017, he undertook an introduction training to Geographic Information Systems (GIS) for Health Researchers by The University of Washington. In 2015, he undertook training in Conducting Operations Research and Paper Writing. The training was organized by The Union, World Health Organization (WHO) and MSF-Brussels. In 2011, he undertook training in Guide to Manuscript Writing in Lilongwe, Malawi. The training was organized by University of Bern and The Lighthouse Trust. And in 2008, he undertook training in Introduction to Survey Data Analysis using Stata in Zomba, Malawi. The training was organized by The World Bank and University of Malawi-Chancellor College (Department of Economics and Statistics) His skills range from development of (mobile) data collection applications, data management, data analysis and report writing. He has many years of experience in survey data management, analysis and reporting in various socio-economic projects in Malawi and other SSA countries. To date he has managed over 20 projects under CDM. He has also published a lot of material to his credit.





AECKIM WHITE KUMWENDA, MSc.
**Agribusiness and Value Chains
Development Expert**

AECKIM WHITE KUMWENDA, MSc.
**Agribusiness and Value Chains
Development Expert**

Aeckim is a well-rounded Agribusiness and Value Chains Development Expert with a progressive seven years' consulting experience. He holds a Bachelor of Science degree in agricultural economics with Lilongwe University of Agriculture and Natural Resources (LUANAR) and he is currently enrolled for a Master of Science in Project Management at Malawi Institute of Management. He has completed over ten professional trainings in agricultural development topics such as Inclusive Contract Farming Training of Trainers, Agribusiness Incubation Training of Trainers, Farmer Business School Training Methodology and Farmer Organizations Business Development Training and Coaching Methodology.

His consultancy experience is dominated by designing and facilitating SMEs, farmer and farmers' organizations business development trainings. He has also been iconic in designing, implementing and monitoring Inclusive Business Models (IBM) for partners working with USAID, GIZ, FCDO, EU, DCA and the Malawi government. He has recently developed business development and financial management trainings and coaching methodologies for the Aquaculture, Dairy, Horticulture and Legumes Value Chains.



BILLY MALINGA, BCs.
Agricultural Economist

BILLY MALINGA, BCs.
Agricultural Economist

Billy Malinga is an Agricultural Economist with over 6 years in micro-and macro econometrics and advance skills in Data Analysis and management in agricultural, climate change, education poverty and trade policy. He holds a Bachelor of Science in Agricultural Economics with Credit obtained from Lilongwe University of Agriculture and Natural Resources and trained in Eective Project Management Monitoring and Evaluation for NGO projects, with Centre for Development Management. He is competent in implementing monitoring and evaluations of dierent projects designs. He has developed training manuals and materials, facilitated a number of project implementation and surveys. He has leadership and mobilization skills, team building, good interpersonal and communication skills with ability to work under pressure to deliver the expected results. Additionally, he is efficient, organized individual, dependable with absolute discretion, and excellent attention to detail. A welldisciplined, focused and self-motivated with strong planning and organizational skills with strategic focus. He is a teamplayer, logical thinker, able to learn, adaptive and promote new ethical standards while maintaining high levels of integrity and professionalism. He has ability to design research methodologies to match the study objectives and development of electronic database for data collection and be able to manage quality data. Furthermore, he possesses excellent analytical techniques, modelling, conversant with Stata, R, SPSS and Excel



EDWARD CHINGWERE, MSc.
Health Economist

EDWARD CHINGWERE, MSc.
Health Economist

Edward Chigwere is a very diligent and organized young economics professional. He holds an MSc degree in Economics Majoring in Econometrics and Health Economics obtained from the University of Malawi, Chancellor College through a Collaborative program with African Economics Research Consortium.

He is currently pursuing his second Master's degree in Economics and Finance for Development with the University of Bradford in UK an online course to graduate in October 2022. He also holds a BSc degree in Agricultural and Applied Economics with University of Malawi, Bunda College of Agriculture now named Lilongwe University of Agriculture and Natural Resources (LUANAR). His areas of expertise include applied research in areas of economics, agriculture and food security, health economics, climate change, education, gender and HIV and AIDS, grievance redress mechanism, social development, project management, strategic management, participatory rural appraisal techniques such as interviewing, visualization and group dynamics.

He has working experience in research and monitoring and evaluation after working for the position for 8 years with the Centre for Development Management (CDM) and Learning Facility Consulting Firm and he is currently also supporting NIRAS International on a project called Commercial Agriculture for Smallholders and Agribusiness (CASA) a five years project implemented with funding from Foreign, Commonwealth & Development Office formerly known as DFID as a Country Project Monitoring and Evaluation, Data Quality Assurance Officer between October 2020 to March 2024. He has skills in data collection, data management including various computer software including Microsoft Excel, STATA, SPSS, Epi-Info, ODK, etc.



CHARLES CHAZEZI NDLOVU, PhD. Agri-Business & Value Chain Development Expert

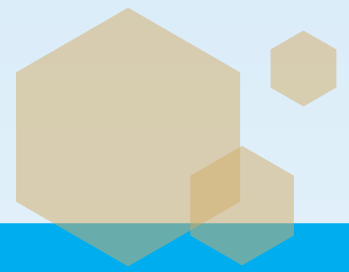
CHARLES CHAZEZI NDLOVU, PhD.
Agri-Business & Value Chain Development Expert

Charles Ndlovu is an agribusiness management and a socio-economic development expert with over 12 years' experience. He holds a PhD in Agribusiness Management, MBA in Agribusiness Management obtained from Indian State Agricultural Universities and also completed an MA in Development Studies at University of Malawi, Chancellor College. He has experience in business planning, strategic planning, market analysis, agricultural value chain analysis, designing/programming of development projects, development of training material and facilitation of training both nationally and internationally, training of farmer organisations/cooperatives, facilitation of multi-stakeholder agricultural commodities/innovation platform development, community/farmers mobilisation, and agricultural policy analysis and advocacy. He has served in different senior and supervisory positions, as project/programme manager/coordinator, head of department and researcher in various organisations working with both livestock and crop farmers in Malawi.

Charles has provided consultancy services as an Agribusiness Expert for the development of the Malawi National Agribusiness Strategy for the Ministry of Agriculture. He also provided expertise for the “Capacity Needs Assessment and Feasibility study on Market Access packages and Business Development Support for Smallholder Farmers and Farmer Organisations” for World Food Programme (Malawi). He also provided consultancy services as a Markets and Trade Policy expert for the IFAD funded 'Market Analysis and Value chain analysis study' on behalf of the Ministry of Agriculture, Malawi. He has participated in value chain analyses for over 20 crops grown in Malawi. He has also developed business cases/plans for rice, groundnut, paprika, chillies and cassava value chains as well as aquaculture, beef fattening unit and dairy business. Further, Charles has extensive experience in designing and conducting of quantitative and qualitative research, baseline studies, mid-term and final evaluation for various local and international NGO's in Malawi. He has been involved in strategic planning, policy research, policy dialogues and developed policy briefs on various issues affecting the development of agriculture and livestock sector in Malawi. Charles has conducted research on social capital and enterprise development, market integration, value chain analysis, agricultural market integration, supply chain management, agricultural supply response analysis, and forecasting of agriculture commodity prices.



EMMANUEL KAPALAMULA, BSc.
Nutrition & Food Science Expert



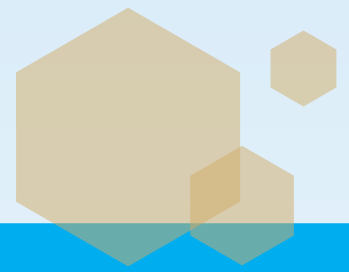
EMMANUEL KAPALAMULA, BSc.
Nutrition & Food Science Expert

Emmanuel is an agile, result oriented health and nutrition professional with over 7 years' experience of providing technical expertise to local and global non-profit organizations in assessment, designing, implementation and monitoring and evaluation of health, nutrition and livelihood programs, as well as capacity building of implementing partners and Government stakeholders so as to ensure that the programs' milestones are achieved within scope, time and budget. He holds a BSc in Nutrition and Food Science from University of Malawi, Bunda College, Level 1 Certificate in Project Management for Development Professional (PM4NGOs, UK) and 5.5 Continuing Education Credits on women and gender issues from George Mason University Office of continuing Professional Education, USA. He is a Fellow in the Community Solutions Program of the Bureau for Education Affairs and Cultural Exchange, United States Department of State.

His areas of expertise include Health, Nutrition, Project Management, Outcome surveys, Project feasibility studies, Baseline studies, Midterm and End term project evaluations, Strategy development, Policy formulation and Reviews and Monitoring & Evaluation. He has worked as a Maternal, New-born and Child Health Technical Program Coordinator for World Vision Malawi providing technical support to the District Offices in the development of District Operation Plans showing clearly activities to be implemented in light of the human and non-human resources that were available. He also coordinated the UNICEF/WVI Afikepo Programme component in Mulanje and Chiradzulu Districts in coordination with FAO. Emmanuel successfully participated in the design and implementation of Mafuwa a Moto scaling up nutrition project in Dedza under the Nkhoma CCAP Hospital Public Health Department and World Renew Ministries' partnership. He has also worked as a part time Lecturer at Lilongwe University of Agriculture and Natural Resources for four years facilitating different modules in nutrition, food science and WASH. He is equipped with a trail of success in assessment and designing of new programs, greater coordination and engagement at national, district and community levels, tracking of multi-million dollar budgets and detailed implementation plans including program indicators.



CHRISPINE MTOCHA, MSc. Development Economist and Researcher



CHRISPINE MTOCHA, MSc.
Development Economist
and Researcher

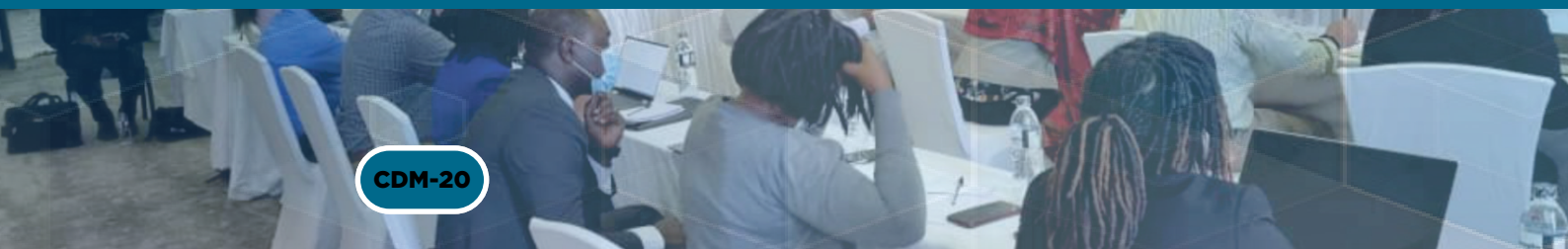
Chrispine is a young professional Development Economist who is very explorative and passionate about his work. He holds a Master of Arts in Economics (Majoring in Health Economics and Econometrics) from the University of Malawi, Chancellor College. He also holds a Bachelor of Science in Agricultural Economics from the Lilongwe University of Agriculture and Natural Resources (LUANAR). Chris is a creative and motivated young man who is always eager to learn new things and adapts easily to varied situations. He is result oriented and always enthusiastic to learn and develop his skills to contribute and achieve organizational goals, making him an important asset. Chrispine is a hardworking and interactive team player who has been able to manage complex tasks and observe an organizations code of conduct. Driven to learn quickly, advance computer proficiency and training. He has a solid background in Economics and Research. Flexible and hardworking team player focused on boosting efficiency and performance with conscientious and detail-oriented approaches.

Chrispine has at least 5 years' experience in research and development, working with several Researchers and consulting firms, he has participated in several research studies and evaluations. Chrispine has had exposure as a consultant in piloting and initiating development projects, conducting baseline, midterm as well as end of project evaluations with the government of Malawi and different local and international organizations like USAID, UNDP, United Purpose, Farmers Union of Malawi, Yamba Malawi, Anglican Council Malawi, Peking University and many others. Aside the consultancy work, Chrispine has worked in the Tobacco industry with Japan Tobacco international (JTI) and worked as an assistant Lecturer for Econometrics course at Lilongwe University of Agriculture and Natural Resources (LUANAR) City Campus. Chrispine, is a data expert with advanced programming and analytical skills in Stata, R, SPSS, E-Views, Electronic survey designs and Data Management.





Finance, Administrative & Support Team





PETER JOSHUA, Dip. Finance & Admin Officer

PETER JOSHUA, Dip.
Finance & Admin Officer

Peter is a Finance and Administrative Officer for CDM with over 9 years' experience in the Finance field such as making payments to consultants, making monthly and annual financial reports, banking duties, taxation duties. He has expertise in managing finances for both donor and local funded projects. He currently works. Peter also works hand in hand with project managers in performing budget cycles for projects including planning, preparation, revisions, and budget execution. He studied Accounting at Malawi College of Accountancy and holds a Diploma in Accounting.

He has experience in the following projects: Malawi WB Implementation Service Provider project, a 4-year project and tasked to conduct accounting duties; The Malawi REDD+ program, a two-year program where the main tasks were: disbursement of subsistence allowances, and transport refunds to workshop participants; the Shire Valley Irrigation Project (SVIP), a 2-year project doing tasks such as monitoring cash flow for the project to avoid running out of funds during implementation period, manage field logistics for consultants and field workers, paying monthly salaries to field workers and consultants upon receipt of timesheets and invoices for the monthly deliverables done; the GIZ Farmer Organization Business Training and Coaching Cycle Batch 1 (10 districts) project, a two year project where main tasks were: arrange and manage field logistics for Trainer Coaches, obtain quotations for supply of reading and training materials for the project, paying out monthly consultancy fees to trainer coaches and filing tax deductions for remittance, reconciling all field expenditures for reporting to the client and banking duties for the project; and the Building Resilience and Adapting to Climate Change Programme (BRACC) in Malawi, an end line evaluation program where tasks were: Arranging and managing field logistics, paying allowances to the project team, compiling monthly timesheets from consultants for invoicing to the client, reconciling the project expenditure and undertaking banking duties. And many other projects under CDM



**GRACE NGWIRA, Dip.
Accountant.**

**GRACE NGWIRA, Dip.
Accountant.**

Grace is an experienced accountant by profession and works as an Assistant Finance and Administration Officer at CDM. She holds a Diploma in Accounting from Skyway University. She has previously worked as an Accountant at Nandolo Farmers Association and Loan Officer at FINCA and Opportunity Bank of Malawi (4 years working as a loans officer). She has very good loan assessment, training, and monitoring experience. She also worked as a Youth Loan Officer with a UNCDF Youth Start Project at Opportunity Bank of Malawi

She has also done several business management training related to risk management associated with micro lending. Grace has mostly worked for donor funded projects and is very conversant with donor funded projects. She has good experience in managing donor funds, statutory requirements for donor funded projects, preparing financial reports, safeguarding and monitoring donor funded projects. Grace is a team player and a risk taker who is flexible to join any department if the need arise.

Support Staff

- ◆ Erasmus Unyolo (Guard)
- ◆ Bomen Jere (Guard)
- ◆ Styson Lungu (Guard)
- ◆ Mavuo Potipher (Gardener)



We do

Consulting and Research Services

We provide consulting and research services in policy analysis, advocacy, project development, MSME incubation, value chain development, capacity building and strategic plan development services in rural development, education, gender, HIV and AIDS, Children, Youth organizational development, IEC, natural resources management, GIS/GPS and agriculture. We also conduct coaching and mentorship programmes for aspiring and practising MSMEs. We have done this in sectors including agriculture, tourism, forestry, fisheries, education and social development

Project Implementation and Management

We design commercial and social projects and can help you monitor implementation and evaluate success or impact of your project. We also assist in developing terms of reference for project missions coming to undertake specified tasks in the planning cycle. More importantly we undertake actual project implementation on behalf of donors as well as train staff or stakeholders in project cycle management and proposal writing

Capacity Building, Training & Organizational Development

The centre designs and implements customized training programmes in leadership, project management, team building, policy analysis and advocacy, strategic management, training for transformation, proposal writing, project cycle management, organizational behaviour, HIV and AIDS and gender analysis and mainstreaming in various sectors plus other related fields to improve job performance and work relations. In addition to formal training courses, we facilitate and organise donor meetings, project stakeholder meetings, evaluation meetings etc. If you have external donor/consultants coming, CDM can also provide technical guidance in the sectors that they are interested in.

We do...

Monitoring & Evaluation

We support our clients to design and implement robust M&E systems to enhance project indicator tracking for improved project accountability. We conduct baseline studies, midterm evaluations, and end of term evaluations using both quantitative and qualitative data collection approaches. We are familiar with questionnaire designing, checklist development and administration. We are also familiar with data collection software such as ODK for Android. We conduct our data analysis using SPSS, Stata, Excel and Epi Info. We also support M&E systems for assessing organizational performance

Policy Analysis and Advocacy:

The centre can design and implement customized policy advocacy programmes using the project management approach. We also develop training manuals and handbooks in various areas of project management and rural development including advocacy, PRA, IEC, Training for Transformation, HIV, AIDS and Gender Mainstreaming. We provide technical advice in policy analysis and interpretation.

Operational research:

The centre can design and implement customized operational research programs to generate data to guide program development and lesson learning. The center has conducted research in ECD, HIV and AIDS, Food and Nutrition Security, Education, and Natural Resources Management. In the area of ECD, we have worked successfully with organizations such as Ministry of Gender, Children and Community Services, Ministry of Education, World Vision International, Plan International, Save the Children, UNICEF and Family Health International. We also undertake data collection, processing and report production for our clients. This we do mindful of all the research ethics especially with regard to protecting the rights of respondents including children.

Corporate Governance Due Diligence:

We work with aid granting agencies to perform pre grant assessments on behalf of the grantors. We have capacity to provide financial as well as technical appraisals that guide our clients in determining feasibility of organizations managing their grants. We have done this with LTS International, Opportunity Bank, and National AIDS Commission.

THE CENTRE FOR DEVELOPMENT MANAGEMENT (CDM) CONSULTING

OUR PARTNERS & NETWORKS

CDM works through establishing networks and partnerships with local and international organisations and individuals. Internationally, so far CDM collaborates with LTS International of Scotland, International Institute of Environment and Development (Scotland), TEAM management Solutions (South Africa), Overseas Prosecutors Development Assistance and Training (OPDAT- Department of Justice in the USA), Micro Finance Opportunities (MFO) of the USA, Khulisa Management Services of South Africa and many more individual international experts. Locally CDM has a number of partnerships with organisations and individuals in the private, public and civil society sectors. The partnerships provide a backbone for learning and development for CDM.

OUR FEES

The fees depend on the consulting model in place as agreed with the client. On the typical short-term consultancy model, we charge very reasonable and competitive rates. The fee structure is generally negotiable and ranges from \$350 to \$600 per working day, depending on the expertise needed, whether it is a local or international job, the duration of the contract and how regular the clients utilize our services. For long term consultancy models, the rates are flexible and negotiable to suit both clients. We also charge a small administration fee to support administration functions of the organization. All clients that we have worked with so far have been satisfied with our charges and their value for money. The local consultancy fees fall within the framework agreed between the Malawi Government and donor agencies for local experts.



OUR ASSETS

The CDM Consulting has a number of assets that are used to support implementation of our assignments. These are:

Consultants:

CDM boasts of a team of experienced and well trained full-time consultants in Project Management, Strategic Management, M&E, Agriculture, Natural Resources Management, Business administration, Entrepreneurship, Cooperative Development, Financial Literacy & GIS. CDM also has a network of fully committed part time consultants in education, health, agriculture, business administration, investment and energy sectors. These consultants will provide technical services including capacity building in the areas of their expertise at negotiated consulting rates of between \$300 and \$500 per day worked depending on the level of seniority.

Conference facility:

CDM has a 100-seater fully furnished and equipped conference facility in Area 15 of Lilongwe city. The facility is stocked with projectors, flipchart stands, executive tables and chairs, and a leisure external which has well managed green gardens. The facility is used to conduct training programs and meetings for different organizations at a nominal fee of only K50,000 per day. The facility will become handy for conducting the leadership training sessions in Lilongwe

Office space & location:

Adjacent to the conference centre, CDM has a fully furnished office space located in the heart of Lilongwe city in Area 15 Plot # 31. The office has 6 large self-contained office rooms, a reception area, kitchen, 2 bathrooms, 2 toilets and a 10-car parking area. The facility is well protected with wall fence has razor wire all round and electric wire secured. The facility has 24-hour security offered by CDM Security.

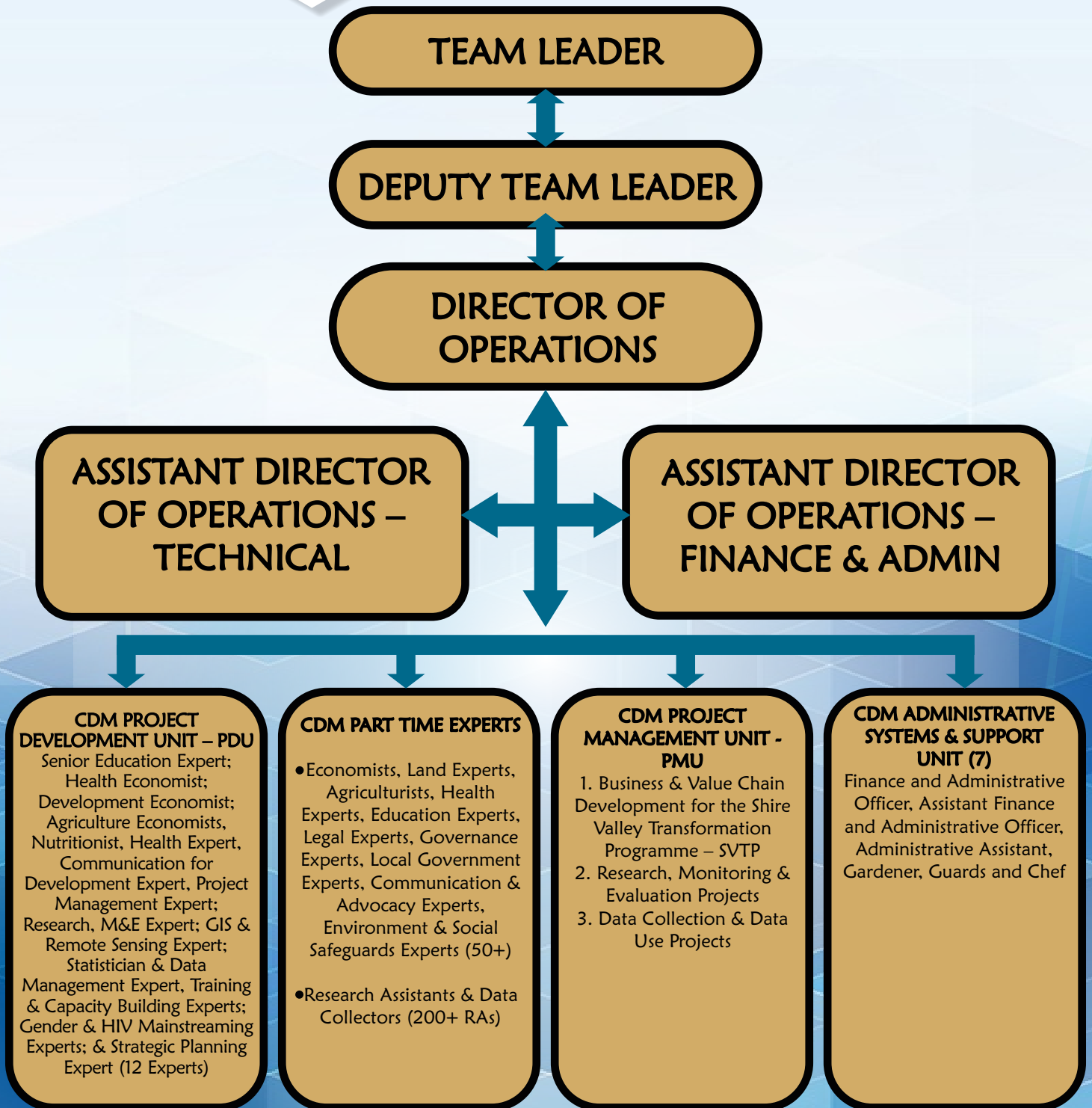
Vehicles

CDM has 10 vehicles as follows: 6 four-wheel drive, 2 salons, 1 pickup and 1 minibus. The vehicles are used to undertake consultancy operational activities including picking and dropping of conference clients.



OUR ORGANOGRAM

The Centre is composed of well-qualified Malawian nationals who understand the poverty and development situation in Malawi and the SADC Region, with good and traceable experience in development planning and management.



Some CDM assignments in photos



Community assessment sessions with local communities using PRA methods



Report Presentation for NAC stakeholders at Amarylis Hotel in Blantyre, 2022



Comic Relief CBCC project photos with care givers in Salima



Comic Relief CBCC project photos with care givers in Salima



Community assessment sessions with local communities using PRA methods



Tourism Business Development TOT for MSME Trainers at Sunbird Nkopola, 2020



IBTCI team with CDM team on IBTCI project review mission in 2021



Report Presentation for NAC stakeholders at Amarylis Hotel in Blantyre, 2022



**Area 15/31
Chiwengo Street
Lilongwe City
P.O. Box 31810,
Lilongwe 3.**



+265 1 762 755



**+265 999 839 847
+265 888 839 847
+265 999 420 034**



**cdmconsultants2003@gmail.com
bbsibale@gmail.com
pjjere@globemw.net**



cdmmalawi.org