



LINCAR & ASSOCIATES

Development & Management Consultancy Solutions.



2026

DOCUMENT OUTLINE

01 About Us

02 Our Services

03 How We Work

04 Why Choose Us

05 Selected Consultancy
Assignments

06 Our Clients & Partners

07 Our Team

08 Closing Message

09 Contact Us

ABOUT US

MEET OUR COMPANY



ABOUT US

Lincar and Associates is a Kenyan-based development and management consultancy firm established in **2016**, providing strategic and technical solutions in institutional strengthening, organizational development, and sustainable development initiatives.

The firm brings together experienced consultants with expertise in **public policy, research, programme and project management, capacity development, governance, gender analysis, and organizational strengthening**. Our team has extensive experience supporting **government institutions, development partners, civil society organizations, private sector entities, and community-based organizations** across Eastern and the Horn of Africa.

With a strong understanding of the region's socio-economic and development context, Lincar and Associates delivers innovative, evidence-based, and practical solutions that respond to client needs and create sustainable impact.

OUR VISION

To be a leading provider of integrated development and management consultancy services, driving sustainable solutions and transformative impact across Eastern, Central, and Southern Africa.

OUR MISSION

To provide innovative, evidence-based, and client-focused development and management consultancy solutions that strengthen institutions, build capacity, and contribute to sustainable socio-economic development.

OUR SERVICES

At Lincar and Associates, we provide integrated development and management consultancy solutions designed to strengthen institutions, improve organizational performance, and support sustainable development outcomes. Our services include:

1. INSTITUTIONAL DEVELOPMENT SERVICES

We support organizations to enhance their systems, structures, governance frameworks, and overall effectiveness through:

- Strategic planning and organizational development
- Corporate governance development and training
- Organizational restructuring and advisory services
- Change management and institutional transformation
- Organizational capacity assessments and reviews
- Devolved governance advisory and training
- Team building and organizational effectiveness programmes
- Business planning and advisory services

2. COMPETENCY DEVELOPMENT AND CAPACITY BUILDING

We strengthen individual and organizational capabilities through tailored capacity development initiatives, including:

- Human resource development services
- Executive recruitment and selection advisory
- Staff capacity assessments and development plans
- Leadership and governance research, analysis, and training
- Grants management training and advisory services
- General management and professional skills development

3. PROJECT AND PROGRAMME PLANNING & MANAGEMENT

We support the successful design, implementation, and evaluation of development programmes through:

- Project cycle management (PCM)
- Project and programme planning and evaluation
- Results-based management (RBM)
- Monitoring, Evaluation, Reporting, and Learning (MERL) training and advisory services
- Development of project manuals, operational processes, and procedures
- Programme performance reviews and learning assessments

OUR SERVICES...

4. POLICY, RESEARCH AND ADVISORY SERVICES

We provide evidence-based research and policy solutions to support informed decision-making, including:

- Public policy research, review, and training
- Health systems management research and capacity building
- Baseline studies and evaluation research
- Knowledge, Attitudes, and Practices (KAP) surveys
- Social research design, data analysis, and reporting
- Opinion polls and stakeholder assessments

5. FACILITATION AND SPECIALIZED CONSULTANCY SERVICES

We provide specialized support to organizations, development partners, and stakeholders through:

- Facilitation of workshops, meetings, and strategic forums
- Professional rapporteur and documentation services
- Orientation programmes on socio-economic and geopolitical dynamics of Eastern and the Horn of Africa
- Development of project concepts and funding proposals
- Conference, seminar, and event organization support

**THROUGH OUR MULTIDISCIPLINARY EXPERTISE AND
REGIONAL EXPERIENCE, WE DELIVER PRACTICAL,
INNOVATIVE, AND CONTEXT-SPECIFIC SOLUTIONS
THAT ENABLE ORGANIZATIONS TO ACHIEVE THEIR
STRATEGIC OBJECTIVES.**

HOW WE WORK



01



Client-Centred Solutions

We work collaboratively with our clients to understand their unique needs, priorities, and operating environments. By building strong partnerships, we ensure that our solutions are relevant, practical, and aligned with organizational goals.

02



Evidence-Based Practice

Our work is guided by research, data, and proven methodologies. We apply rigorous analysis and learning approaches to generate insights that support informed decision-making and effective programme implementation.

03



Participatory and Inclusive Approach

We engage key stakeholders throughout the consulting process to promote ownership, collaboration, and sustainability. Our participatory methods ensure that diverse perspectives are considered in developing solutions.

04



Contextual Understanding

With extensive experience across Eastern and the Horn of Africa, we bring a strong understanding of the region's socio-economic, cultural, institutional, and political dynamics. This enables us to design solutions that are responsive to local realities.

WHY CHOOSE US

EXPERIENCE. EXPERTISE. INNOVATION. SUSTAINABLE IMPACT

EXTENSIVE EXPERIENCE

Decades of expertise delivering development solutions.

REGIONAL EXPERTISE

Deep understanding of Eastern and Horn of Africa contexts.

MULTIDISCIPLINARY TEAM

Diverse skills to address complex challenges.

EVIDENCE-BASED SOLUTIONS

Research-driven approaches for better decisions.

COMMITMENT TO IMPACT

Creating sustainable value for organizations and communities.

PROFESSIONALISM & QUALITY ASSURANCE

We uphold high standards of integrity, excellence, and accountability, ensuring quality consultancy services that deliver reliable and impactful results.



SELECTED CONSULTANCY ASSIGNMENTS

STRATEGIC PLANNING & ORGANIZATIONAL DEVELOPMENT

- Development of organizational strategic plans for institutions including PBC Northgate Church, County Assemblies Forum (CAF), Global Education Fund, and other organizations.
- Lead consultancy for the development of the National Gender Climate Change Action Plan (NGCCAP) supported by GIZ Kenya.

CAPACITY BUILDING & TRAINING

- Delivery of training programmes in leadership, governance, gender mainstreaming, results-based management, and risk management.
- Capacity strengthening support for government institutions, civil society organizations, and development partners.

MONITORING, EVALUATION, RESEARCH & LEARNING (MERL)

- Conducted baseline studies, gender analyses, project evaluations, and learning assessments across Kenya, Somalia, Somaliland, Ethiopia, and Uganda.
- Supported organizations in strengthening monitoring, evaluation, reporting, and learning systems.

POLICY, RESEARCH & ADVISORY SERVICES

- Development of policy frameworks, guidelines, and research reports covering gender equality, governance, climate change, human rights, and social development.
- Provided advisory support to organizations implementing development and humanitarian programmes.

TRUSTED BY ORGANIZATIONS ACROSS AFRICA

Over the years, Lincar and Associates has partnered with a diverse range of organizations, including international development agencies, government institutions, civil society organizations, and community-based organizations. Our collaborations reflect our commitment to delivering quality consultancy services that support sustainable development and institutional strengthening

INTERNATIONAL DEVELOPMENT PARTNERS:



CIVIL SOCIETY & LOCAL ORGANIZATIONS:



flying kites



GLOBAL EDUCATION FUND - GEF

**CHRISTIAN WOMEN
OF KENYA**

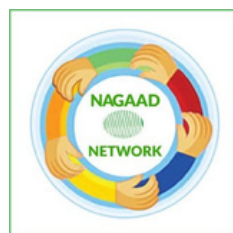


AFRICA LEADS ORGANIZATION

REGIONAL ORGANIZATIONS:



DEEGAN ENERGY AND
ENVIRONMENTAL
NETWORK – SOMALILAND



NAGAAD WOMEN
NETWORK – SOMALILAND



CANDLELIGHT FOR HEALTH,
EDUCATION AND ENVIRONMENT
(CLHE) – SOMALILAND

**NATIONAL CIVIC
FORUM – SOMALIA**



GOVERNMENT INSTITUTIONS:



MINISTRY OF GENDER, CULTURE AND CHILDREN SERVICES
STATE DEPARTMENT FOR GENDER





Meet the Team

Our diverse team of seasoned consultants combines deep expertise, strategic insight, and a shared commitment to delivering practical solutions that create sustainable impact for organizations and communities.

Mrs Caroline Lintari Chesang

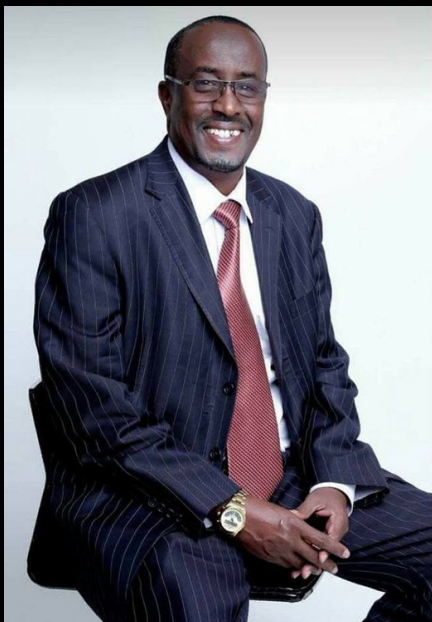
Lead Consultant



A highly accomplished Program Management and Gender Analysis Consultant with over 25 years of experience supporting international development organizations, including International Non-Governmental Organizations (INGOs), Non-Governmental Organizations (NGOs), Faith-Based Organizations (FBOs), government institutions, and Community-Based Organizations (CBOs). Possesses extensive expertise in programme management, strategic planning, capacity building, organizational development, and policy advocacy. Proven ability to design, manage, and evaluate development programmes that promote gender equality, human rights, women's empowerment, and inclusive governance. An experienced facilitator and trainer with a strong background in leadership development, gender mainstreaming, political economy analysis, project cycle management, monitoring and evaluation, and institutional strengthening. Recognized for delivering practical, results-driven solutions that enhance organizational effectiveness, strengthen stakeholder engagement, and contribute to sustainable development outcomes.

Mr Mohamed Arai

Governance and Leadership



Mr Mohamed Arai is the chairman of Nomadic Assistance for peace and Development. From 2017 to 2022 he was deputy governor of Mandera county. He holds MBA in NGO management from Kampala International University, and a bachelors degree in education from Kenyatta University. He was a former Town Clerk of the defunct Mandera Town Council. Mr. Arai is an experienced educationist, administrator and humanitarian services expert. He has a wealth of experience in humanitarian work and public administration working with Nomadic communities, fundraising and managed finances. He has an excellent work ethic and leadership skills and has successfully built close-knit teams that is motivated by encouraging talent development

Jacob Okoth Odhiambo

Monitoring, Evaluation, Accountability and Learning



Odhiambo Okoth Jacob is a Monitoring, Evaluation, Accountability and Learning (MEAL) expert with over 15 years of experience in development, research, and sustainable development initiatives. He specializes in monitoring and evaluation frameworks, project evaluations, impact assessments, policy and strategy development, data analysis, and capacity building.

Jacob has led numerous consultancy assignments, including project evaluations, policy formulation, strategic planning, proposal development, and gender-focused initiatives. He also has over seven years of experience leading research projects, contributing to more than 20 publications in the health sector. He holds a Master of Arts in Monitoring and Evaluation from African Nazarene University and a Bachelor's degree in Sustainable Development from the Catholic University of Eastern Africa.

Nimrod Mwaniki

Research and Documentation



Nimrod Mwaniki is an Associate Consultant at Lincar & Associates specializing in public policy, strategic planning, research, and stakeholder engagement. He has supported consultancy projects for county governments, faith-based organizations, and community institutions through policy development, strategic planning, research, and public participation.

He is experienced in qualitative and quantitative research, policy analysis, stakeholder consultations, and technical report writing, with a strong ability to translate research into practical recommendations. Nimrod holds a Bachelor of Theology from Kabarak University and is committed to promoting effective governance and sustainable institutional development.

Faith Gitau

Research and Documentation



Faith Njeri Gitau is a recent graduate with First Class Honours in Agribusiness Management and Trade from Pwani University. She has a growing interest in consultancy, research, policy analysis and community development. Faith has contributed to research, data collection, report writing, policy review, stakeholder consultations and qualitative data analysis through consultancy engagements and academic projects. She is passionate about evidence-based solutions that promote inclusive and sustainable development. Faith is a diligent, detail-oriented professional who is committed to continuous learning and delivering quality work.

Lemeria Leperes Naikuni

Public Policy and Research



Lemeria Leperes Naikuni is a graduate of International Relations and Security Studies from Daystar University. He has professional experience in client advisory, situational analysis and strategic communication. He has served as a port security office attaché and trainer. He has experience in stakeholder engagement and research in areas of environmental sustainability, security, sustainable development and planning. Lemeria brings on board strong analytical, organizational, communication and report writing skills to consultancy services for international, non-governmental, faith-based organizations, and government agencies.

Victor Kamau Kariuki

Communication and Team Building



I am Victor Kamau, a strategic and results-driven Communications and team-building expert with experience in developing and executing communication strategies that strengthen brand reputation, enhance stakeholder engagement, and support organizational goals. I have expertise in corporate communications, media relations, content development, digital communications, and crisis communication, with a proven ability to craft compelling messages for diverse audiences. Passionate about storytelling and relationship building, I collaborate effectively with cross-functional teams to deliver impactful campaigns, drive public awareness, and ensure consistent, clear, and engaging communication across all channels.

Mike Kiptoch

Data Analyst



Mike Kiptoch is a Data Analyst and IT Support professional with expertise in data analysis, business intelligence, information systems, and technical support. He supports research, monitoring and evaluation, and organizational operations by delivering data-driven insights and reliable technology solutions that enhance decision-making and operational efficiency.

MESSAGE FROM THE LEAD CONSULTANT



Caroline Lintari Chesang

**Lead Consultant
Lincar and Associates**

At Lincar and Associates, we believe that sustainable development is achieved through strong institutions, informed decision-making, and meaningful partnerships. Over the years, we have worked alongside governments, development partners, civil society organizations, and communities to provide practical solutions that address complex development challenges.

Our commitment is to continue delivering high-quality consultancy services founded on professionalism, innovation, integrity, and a deep understanding of the contexts in which we operate.

We value the trust placed in us by our clients and partners and remain dedicated to supporting organizations in building capacity, strengthening systems, and creating lasting impact across Africa.

GET IN TOUCH WITH US



Website

www.lincarandassociates.com



HQ address

PO BOX 1043 - 00502 NAIROBI , KENYA



Phone

+254 722 271757



E-mail

info@lincarandassociates.com