



Company Profile

Trusted evidence from the field.

Monitoring and evaluation • Field data and verification • Safeguards • Programme design • Training
Uganda • East Africa • International

+256 704 579 186 • info@tsavone.com • www.tsavone.com

Trusted evidence from the field. Tsavone Consulting Ltd, established in 2023, is a Ugandan consulting firm that gathers reliable evidence on the ground and turns it into sound decisions, designs and systems. We work across sectors, with deep expertise in agrifood systems, nature and biodiversity, climate, and youth skills and jobs, in Uganda, across Africa and beyond.

Who we are

Tsavone is a consulting firm registered in Uganda in January 2023, with its registered office in Gulu City and a postal address in Kampala. We bring the field evidence, analysis and management systems that good decisions depend on, in any sector, and with particular depth where land, food systems, nature and climate meet.

Our team brings long experience of designing, managing and evaluating programmes with international NGOs, research centres, bilateral agencies, government and the private sector. Clients get experienced professionals doing the work, backed by a vetted network of specialists and trained field teams.

Vision: An Africa where every decision about land, food and nature rests on ground truth.

Mission: To give the people who fund, regulate, buy from and work on Africa's land the field-verified evidence and practical systems they need to act with confidence.

Our values

- **Field first.** We go and look. Desk work starts after the ground has been checked.
- **Findings as found.** We report what the evidence shows, including what the client hoped not to hear.
- **Built to be used.** A framework nobody runs, or a report that sits in a drawer, is a failed assignment.
- **Local roots, global standards.** We know the districts, the languages and the institutions, and we deliver to the standard of the best international firms.

Why Tsavone

- **Several disciplines, one team.** Agricultural economics, biodiversity, social science and rigorous M&E rarely sit under one roof. With us they do, so a value-chain study can carry its deforestation risk and a biodiversity survey can carry its livelihoods impact.
- **Ready for the new rules.** We help clients meet the EU Deforestation Regulation, Uganda's 2025 carbon-market regulations and lender environmental and social standards, requirements that are reshaping trade and investment across the region.
- **Senior delivery.** The person who scopes your assignment leads it. Associates are named to you before they start.
- **Field reach.** Trained enumerators, GIS and mobile data tools, and working fluency in English, Luganda and the Luo languages, across Uganda's regions including refugee-hosting districts.
- **Certified project management.** Our assignments are led by certified project management professionals using PMI and PRINCE2 methods. Assignments run to a written plan, on time and on budget.

What we do

Tsavone is built in three layers: core services we deliver in any sector, deep practice areas where we lead, and specialist sectors we serve with named senior associates.

Core services: any sector

Service	What it covers
Monitoring, evaluation & learning	MEL frameworks and systems, baseline, midline and endline studies, mid-term and final evaluations, learning reviews, data quality audits
Field data & verification	Surveys and sampling, trained enumerator teams, GIS and farm mapping, KoboToolbox and ODK, back-checks, third-party monitoring, verification of results
Assessments & studies	Feasibility studies, market and value-chain studies, needs assessments, stakeholder and political economy analysis
Programme design & proposals	Theories of change, results frameworks, logframes, budgets, concept notes, full proposals and consortium bids
Safeguards & social performance	Environmental and social management plans, resettlement action plans, stakeholder engagement, grievance mechanisms, free prior and informed consent, safeguarding
Institutional strengthening	Strategic plans, governance, policies and procedures, organisational assessments, readiness for direct donor funding
Project management services	Programme management support, work planning, risk management and coaching, using PMI and PRINCE2 methods
Training & capacity development	Courses, training of trainers, coaching, capacity assessments and learning materials (see below)

Deep practice areas

Agrifood & market systems. Value-chain and market-systems analysis, seed systems, agro-enterprise, climate-smart agriculture. Export compliance, including EU Deforestation Regulation readiness, farmer registration, farm mapping and certification preparation. Feasibility studies and business plans for agribusinesses seeking finance.

Nature & biodiversity. Biodiversity baselines and BioBlitz surveys, wetland and catchment assessments, biodiversity monitoring for infrastructure and energy projects, community conservation and human-wildlife conflict programmes, nature-risk screening for companies and lenders.

Climate & energy transition. Climate risk and vulnerability assessments, adaptation planning, climate-fund project preparation, community consent and benefit-sharing for carbon projects under Uganda's 2025 regulations, and market studies and verification for clean cooking, solar and mini-grids.

Youth, skills & jobs. Labour-market and skills-gap studies, graduate tracer studies, design and evaluation of youth employment and enterprise programmes, technical and vocational training assessments and curricula, instructor training, and enterprise support delivered with incubators and accelerators.

Specialist sectors

We also deliver our core services in health and One Health; education; water and sanitation; governance and local government; gender and social protection; urban and infrastructure safeguards; oil, gas and mining; tourism and hospitality; refugee and humanitarian response; finance and enterprise development; data protection; and independent verification of results. Each is led by a named senior associate with sector experience, working within Tsavone's methods and quality standards.

Training & capacity development

Training is a full service line, not an add-on, and every assignment is designed to leave skills behind.

Offer	What it involves	For
Open short courses	Scheduled public courses of two to five days	Professionals, NGO and government staff
Tailored in-house training	Courses designed around one organisation's needs and systems	NGOs, companies, banks, SACCOs, government agencies
Training of trainers	Builds an organisation's own pool of trainers	Programmes, extension services, cooperatives
Capacity assessments and plans	Organisational and staff assessments, followed by a costed development plan	NGOs, district local governments, cooperatives
Coaching and mentoring	One-to-one or team coaching over several months	Managers, MEL, grants and finance teams
Curricula and learning materials	Manuals, toolkits, field guides and e-learning modules	Programmes, training institutions
Learning events and facilitation	Workshops, review and reflection meetings, conferences	Programmes, networks, development partners

Topics include: project and programme management, including certification exam preparation; monitoring, evaluation and data tools; proposal writing and grants management; financial management and compliance for NGOs; safeguarding and data protection; climate-smart agriculture and farmer business skills; export and EU deforestation compliance for cooperatives; leadership and governance.

Who we serve and where

Clients: ministries and project coordination units; district and city governments; development banks, bilateral and multilateral donors and UN agencies; foundations and their implementing partners; international and national NGOs; exporters, cooperatives and agribusinesses; EU importers and their sourcing teams; infrastructure, energy and extractive companies and their lenders; carbon and restoration project developers; universities, incubators, accelerators and research institutions; international consulting firms seeking a local partner.

Geography: all regions of Uganda, including the Western and Albertine region, the south-west, the cattle corridor, the north and refugee-hosting districts. Regional assignments across East Africa and the Great Lakes, and international work by arrangement.

How we work

- 1. Listen and scope.** We agree deliverables, dates, roles and assumptions in writing before work starts.
- 2. Go to the ground.** We verify in the field, with trained, supervised teams, back-checks and observed interviews.
- 3. Analyse honestly.** We report findings as found. Where evidence is weak, we say so; where sources conflict, we show the conflict.
- 4. Build for use.** Every deliverable comes with the tools, templates and handover your team needs to keep using it.
- 5. Stay accountable.** We follow up after delivery to check the work is being used, and we fix what is not working.

Where an assignment needs capacity we do not have, we say so and propose a partner.

Our people

Tsavone is governed by its board of directors and delivered by a core team, senior associates and field teams.

- **Board of Directors:** a Board Chair, the Managing Director and the Company Secretary. The Board sets strategy, approves every bid above delegated limits and oversees quality, integrity and safeguarding.
- **Senior consultants and associates** are specialists in agricultural economics, ecology and biodiversity, climate, monitoring and evaluation, statistics, social safeguards, GIS, public health, education and governance. We engage them for the skills each assignment needs.
- **Field teams** are trained enumerators and facilitators across Uganda's regions, working in the main local languages.

Every proposal names the team for that assignment, and CVs of key personnel come with each bid.

Standards and compliance

Data protection	Personal data is collected on a stated lawful basis and handled under Uganda's Data Protection and Privacy Act, 2019
Research ethics	Ethics screening, required clearances and informed consent are settled before data collection starts
Safeguarding	Every assignment involving communities follows our safeguarding policy, and we expect the same of everyone we field
Integrity	No facilitation payments, no gifts that could influence an award, no fabricated data

Conflict of interest	Declared before an assignment is accepted; we never evaluate work we helped design or deliver
Confidentiality	Client material is held in confidence and never reused without permission

Work with us

We work under the arrangement that suits the client:

- **Fixed-scope assignments:** a defined study, evaluation or design, on a lump-sum or time-based contract.
- **Framework and long-term agreements:** pre-approved call-off work for UN agencies, development partners and companies.
- **Retainers:** a set number of days each month, for example a part-time MEL or grants function.
- **Subcontracting and local partnership:** field teams and local expertise for international firms delivering in Uganda and the region.
- **Consortium and joint bids:** lead or member, with clear roles agreed in writing.
- **Purchase-order work:** short, well-defined tasks such as data collection, training or facilitation.

Contact and registration

Registered name	Tsavone Consulting Ltd
Registration number	80034184597843 (incorporated 12 January 2023)
TIN	1033102891
Registered office	Iriaga Bwonagweno, Iriaga Parish, Laroo Division, Gulu City
Postal address	P.O. Box 16113, Kampala, Uganda
Telephone	+256 704 579 186
Email	info@tsavone.com
Website	www.tsavone.com
Confidential reporting	safeguarding@tsavone.com · integrity@tsavone.com

Documents available on request

- Certificate of incorporation, memorandum and articles of association
- Tax identification number certificate and current URA tax clearance
- Trading licence and bank details
- Personal Data Protection Office registration
- Policies: safeguarding, data protection, anti-fraud and anti-corruption, conflict of interest
- CVs of key personnel and associates; case studies with referees