

# CREATING OPPORTUNITIES



**GFA**   
CONSULTING GROUP

## DYNAMIC IN A WORLD OF CHANGE

Based in Hamburg, Germany, GFA Consulting Group is one of the leading European consulting firms active in the development cooperation sector. GFA is a well networked company with a sound track record of providing effective solutions to the challenges in the global consulting market.

GFA has implemented complex studies and projects worldwide since 1982. Leading development agencies, ministries and public clients have entrusted GFA with helping them to manage projects financed through bilateral and multilateral funds. Working in cooperation with stakeholders in government, the private sector, NGOs and citizens' groups, GFA balances innovation and reliability to meet local needs.

**GFA is an ever learning organization – its quality and performance is founded in market adaptation and staff orientation. The company's international recognition as a dependable partner is incorporated in a set of values integrity, and a focus on its human resources.**



### GFA VISION

WE IMPROVE THE LIVING CONDITIONS OF PEOPLE WORLDWIDE BY PROMOTING SUSTAINABLE DEVELOPMENT



### GFA MISSION

AS A PARTNER OF CHOICE, WE SUPPORT OUR CLIENTS WITH SERVICES AND SOLUTIONS FOR ALL CHALLENGES IN INTERNATIONAL COOPERATION



### GFA CORE VALUES

PROVIDING SERVICES OF HIGHEST QUALITY AND TECHNICAL EXCELLENCE, WHICH THE GFA STAFF COMBINE WITH INNOVATIVE APPROACHES AND PRODUCTS THAT INSPIRE CLIENTS' CONFIDENCE AND TRUST THROUGHOUT THE WORLD



GFA Managing Directors from left to right: Anja Desai, Dr. Ilona Schadl, Dr. Heiko Weißleder

## CORPORATE SUCCESS – CRUCIAL FACTORS

Based on a decentralized organizational structure across all disciplines and regions, GFA's commendable corporate success is deeply rooted in

- a strategy process and knowledge management translating latest market developments into action plans for all operational units,
- flexible staff recruitment and human resource development for a rapid response to market demands,
- a conducive working atmosphere and social commitment confirmed by regular staff surveys,
- rigorous quality management for core operational processes enhancing project performance and customer satisfaction,
- a high equity ratio safeguarding employment and know-how, and opening up opportunities for further growth,
- the awareness of all staff members that they benefit from the company's success, not only as employees but also as shareholders.

# GFA SERVICES – QUALITY MATTERS

## GFA PROVIDES OUTSTANDING SERVICES IN STRATEGIC BUSINESS AREAS



GOVERNANCE



PUBLIC FINANCE MANAGEMENT



NATURAL RESOURCES MANAGEMENT AND ENVIRONMENT



AGRICULTURE AND RURAL DEVELOPMENT



ENERGY



CLIMATE CHANGE



PRIVATE SECTOR DEVELOPMENT



EDUCATION, SKILLS AND EMPLOYMENT



HEALTH



WATER, SANITATION AND WASTE MANAGEMENT



FINANCIAL SYSTEMS DEVELOPMENT



DIGITAL INNOVATION



FRAMEWORK CONTRACTS



SPECIAL ISSUES

- MONITORING AND EVALUATION
- DISPLACEMENT AND MIGRATION

Project and program management as GFA's core service encompasses planning, implementation, and monitoring and evaluation. This is supplemented by feasibility and sector studies, and fund management. GFA has developed high-quality products and methods to increase the efficiency and sustained impact of services provided.

The company's range of business areas results from adapting to market developments so that new themes are continuously integrated into the existing GFA portfolio. High quality standards establish consistent performance levels within the entire decentralized organization. Since April 2010, GFA's quality management system has been certified according to **DIN EN ISO 9001:2015** standards. In companionship with Projekt-Consult, GFA has obtained a **Compliance Certificate** including data protection and public procurement since 2018 and has been holding it ever since.

## STRATEGY AND KNOWLEDGE MANAGEMENT

The focus of GFA's corporate strategy is based on four decades of success in official development assistance (ODA). Gradually, the company has started to offer resulting know-how to private and public customers beyond ODA.

Regular market research helps GFA define its position and focus on critical trends. The company tackles change through systemic and experiential learning processes where knowledge management has a decisive role to play.

In perennial planning cycles, GFA adapts product and market decisions, and the successive expansion of local offices, subsidiaries and independent firms to the corporate strategy. Members of staff feed this iterative process with ideas which the management team translates into action.

GFA's executive board sets priorities and mobilizes the resources necessary for innovations which sustain the company's outstanding technical expertise, high value services and distinctive customer orientation.



## GFA PERSONNEL – A MAJOR ASSET

Top specialists work with GFA as consultants and managers. They possess long-standing sector expertise and use state-of-the-art methods and instruments when managing technical assistance projects and advising clients. Their pool of experience shapes GFA's best practices, and contributes to professional discussion fora.

Many of today's outstanding permanent staff members were recruited as junior professionals. The inflow of young talent with fresh ideas and great dedication reflects GFA's attention to performance, innovation, credibility and quality. Staff members alternate between technical and administrative tasks in Germany and abroad, hence gaining different perspectives of development cooperation.

In addition, GFA invests in targeted staff development through a wide range of up-to-date trainings. The focus is on consulting skills, client-specific, technical and ICT courses as well as foreign languages.

Consultants are encouraged to advance their technical and management skills so that they are well-prepared taking on team leader tasks related to GFA studies and projects worldwide. A specialized recruitment department safeguards the availability of qualified personnel for requests at any time during the acquisition of projects and studies or, if necessary, during project implementation.

GFA recruitment specialists search for experts in their own database as well as in professional platforms and social media worldwide. They identify suitable internal and external experts, update CVs, and follow up with negotiations and communication. This helps enhance a professional network of experts in a broad spectrum of technical fields, and support a swift recruitment process.

[www.gfa-group.de/jobs](http://www.gfa-group.de/jobs)

Info





## SOCIAL COMMITMENT AND SUSTAINABILITY

GFA's corporate sustainability strategy comprises five fields of action: corporate governance, climate protection, resource protection, staff satisfaction and loyalty, and social commitments. Since 2018 GFA has been committed to the UN Global Compact corporate responsibility initiative. Its Ten Principles are guiding our corporate policies in the areas of human rights, labor, environment and anti-corruption as well as our annual sustainability report.

We have also committed to taking responsibility into the digital world by joining the principles for digital development. Staff members across all departments and functions take initiative, push change forward and engage in our network of drivers and implementers of social commitments and GFA BRIDGES measures.

### SETTING HIGH STANDARDS

GFA Consulting Group maintains high ethical, social and environmental standards in all its work. Basic principles are expressed in the company's Integrity and Code of Conduct Policy and related quality and project management guidelines.

**WE SUPPORT**



### FAMILIES IN MIND

As a responsible, medium-sized company GFA creates incentives to balance career and family. Highly qualified staff members are GFA's major asset. Satisfaction with their working environment is a vital element of the company's service capability. GFA strives to be a role model in this respect. Flexible labor time allows for working from home and for part-time arrangements. It is GFA's corporate policy after a parental leave to facilitate the staff's gradual re-entry to his or her actual job through child care and flexible working hours.

### GFA BRIDGES – SOCIAL PROJECTS WORLDWIDE

As an expression of the social commitment by GFA staff, we foster small projects in developing, newly industrializing and transition countries. GFA staff and their dependents propose eligible projects in which they are actively involved. A limited number of these projects are selected and financed by GFA on the basis of transparent criteria. GFA staff coordinates and supervises the implementation of these projects. For further information refer to our website:



[www.gfa-group.de/gfa-bridges](http://www.gfa-group.de/gfa-bridges)





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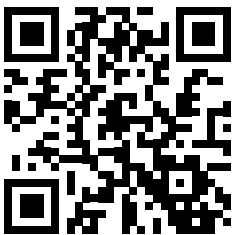
**396**  
ACTIVE  
PROJECTS



PROJECTS IN  
**102**  
DIFFERENT  
COUNTRIES



## GFA WORLDWIDE PROJECTS



FIND OUT MORE ABOUT GFA PROJECTS



[www.gfa-group.de/projects](http://www.gfa-group.de/projects)

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