CREATING OPPORTUNITIES
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.

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 VISION

BEING THE PARTNER OF CHOICE FOR CLIENTS IN CORE BUSINESS AREAS

GFA MISSION

CATALYZING CHANGE TO IMPROVE THE QUALITY OF LIFE OF BENEFICIARIES THROUGHOUT THE WORLD

GFA CORE VALUES

PROVIDING SERVICES OF HIGHEST QUALITY AND TECHNICAL EXCELLENCE, WHICH GFA STAFF ON THE JOB COMBINES WITH INNOVATIVE APPROACHES AND PRODUCTS THAT INSPIRE CLIENTS’ CONFIDENCE AND TRUST THROUGHOUT THE WORLD
GFA SERVICES – QUALITY MATTERS

GFA Consulting Group 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 AND SANITATION
FINANCIAL SYSTEMS DEVELOPMENT
DIGITAL INNOVATION
MONITORING AND EVALUATION

SPECIAL ISSUES:
- REFUGEES, DISPLACEMENT AND MIGRATION
- C³ UNIT FOR BETTER LEARNING
- FOOD AND NUTRITION POLICIES

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, e.g.:

GFA B.I.S. (IT applications for financial management and procurement), GFA SysCom (document and knowledge management based on Microsoft SharePoint), Competence Center for Climate and Energy (offers cutting-edge technical advice for promoting renewable energy, energy efficiency, and Reducing Emissions from Deforestation and Forest Degradation), and C³ Unit for Better Learning (a training platform based on an interactive adult education toolbox, www.c3-training.de).

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. Since 2018 GFA has been committed to the UN Global Compact corporate responsibility initiative and its principles in the areas of human rights, labor, the environment and anti-corruption.

STRATEGY AND KNOWLEDGE MANAGEMENT

The focus of GFA’s corporate strategy is based on three 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.

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
SOCIAL COMMITMENT

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.

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
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