



Company Profile

Overview

Al Jidara is a leading development consulting group that provides governments, the private sector, NGOs/CBOs and international organizations with specialized management and consulting services across a spectrum of practice areas: **Local Governance; Gender Empowerment; Workforce Development; Community Development; and Mainstreaming; Private Sector and MSME Development; Policy Development; and Organizational Effectiveness.** Our cross-sectoral experience includes Research and Analysis; Training and Human Resource Development and Planning; Sector and Feasibility Studies; Privatization; Strategy Development; and Program Evaluation. Al Jidara prides itself for building strong, long-term relationships with its clients, and bringing experience, commitment, and results to every engagement.

The following is the profile of work conducted under Al Jidara:

Expertise

Al Jidara has a proven track record of development work funded by donor organizations including USAID, UN Women (Previously UNIFEM), the ILO, etc. Al Jidara Group has played a key role in a number of critical development programs including the Jordan Economic Development Program (SABEQ), Local Governance Development Program (LGDP), USAID Community Engagement Project (CEP), and most recently the USAID Jordan Gender Program (Takamol), the USAID Fiscal Reform and Public Financial Management (FRPFM), as well as the current Iraq Governance and Performance Accountability Program (IGPA). A major focus of these programs is on local economic development, local governance, community engagement, capacity building, gender, social dialogue, public financial management, and communications/outreach.

Our cross-sectoral experience includes Research and Analysis; Training and Human Resource Development and Planning; Sector and Feasibility Studies; Privatization; Strategy Development; and Program Evaluation.

Local Governance

Al Jidara is experienced in devising development strategies using participatory approaches to stimulate community mobilization in addition to formulating PPP scenarios. Al Jidara offers distinctive capabilities in Local Development Strategies, Socioeconomic Impact Assessment, Community Mobilization, MSME Development and Support, Municipal Services, and Capacity Building.

Featured Projects

Improve service delivery outcomes in sectors with potential for high impact and visibility at the national, provincial, and local levels under the Iraq Governance Performance and Accountability Program.

- Devised local economic development strategies for a number of Governorates in Jordan
- Conducted socioeconomic impact assessments for projects
- Developed business plans for small and micro businesses
- Built the capacity of municipal employees' supervisory and management skills
- Supported the establishment and growth of small and micro businesses
- Built the capacity of municipal local government, with an emphasis on local councils, to be more representative of and responsive to citizens, to deliver higher quality public services, and to better advocate for municipal development
- Ensured effective, sustainable management of municipal development programs
- Increased citizen participation, with an emphasis on women, in local and national electoral politics
- Raised civic awareness of and involvement in local level government decision-making
- Established effective private-public partnerships for development at the local level

Gender Empowerment

Al Jidara played a key role in critical multi- year development programs, including the current USAID Jordan Gender Project (Takamol). Through these programs, Al Jidara developed and implemented tools to empower women economically, socially, culturally, and politically in order to help them overcome challenges they face in accessing and benefiting from varied resources.

Featured Projects

- Worked with women-led CBOs to assess and tackle disparities in access, control over and benefit from resources for women.
- Presented women with suitable opportunities, training, and grant schemes to empower them.
- Planned and implemented LED activities with strong gender mainstreaming considerations, by ensuring strong female representation in regional councils.
- Supported various governmental institutions to develop projects and activities as part of Jordan's National Employment Strategy (2012-2020). Projects include the institution of part-time employment, and work from home; nationwide campaign targeted at the participation of women in select sectors such as nursing, tourism, ICT and commerce; and improving vocational and technical training for women to support their employment in those sectors.
- Conducted two studies to track the progress of women's participation in the ICT space for UN Women.
- Currently working on limiting the spread of GBV, and child labor among Syrians, and mitigating their impact on the local communities that are hosting them.
- Currently working with communities to raise awareness and promote attitude-shifting dialogue on gender equality while supporting partners in civil society and government to make specific improvements in conditions for women.

Workforce Development

Al Jidara has experience in formulating workforce development policies and strategies within the context of local and national economic development programs and initiatives. It also supports institutional development and capacity building efforts aimed at improving employment prospects and business start-up.

Featured Projects

- Supported the formulation of Jordan's National Employment Strategy Action Plan, including setting impact targets for each action, and developing the 80 projects that fall under the strategy
- Assessed the organization status of Employment Offices across Jordan for the Ministry of Labor, and developed a model one-stop-shop employment office
- Streamlined Government of Jordan employment services through an in-depth mapping and analysis of the employment sector
- Developed a regulatory framework to legalize businesses operating from home
- Developed competency-based training curriculum for university students, and established career development centers and internship programs at Jordanian universities
- Designed workforce development activities for donors targeted at youth to increase their employability skills and support job matching initiatives
- Led initiatives to increase women's participation in the economy through supporting women's associations and creating job opportunities for women in the governorates
- Supported the integration of women into the workforce through the use of ICT tools
- Evaluated the Jordan Decent Work Country Program, and supported the outcome of employment of infrastructure projects in the region for the ILO and the European Investment Bank

Community Development

Al Jidara supports vulnerable and disadvantaged areas to build stronger and more resilient communities, by empowering individuals and social institutions. Al Jidara facilitates a participatory grassroots approach to local governance and decision-making, with the aim of engaging stakeholders, prioritizing needs, executing projects, and instituting accountability measures.

Featured Projects

- Institutionalized participatory planning processes and shared accountability between community and government
- Expanded the capacities of civil society organization and local governments to address community challenges
- Enhanced cooperation between government and civil society members in building stronger and more resilient communities
- Mainstreamed gender and youth in community development efforts
- Developed impact assessment methodology and measurement tools
- Facilitated the formulation of community development teams and taskforces
- Supported the implementation of priority projects as identified by local community members and stakeholders

Private Sector & MSME Development

Al Jidara works on supporting growth and development within the overall context of enhancing the competitiveness of the private sector at the cluster, sector and firm levels.

Our experience spans across supporting the establishment of a government body to monitor the competitiveness of varied sectors; facilitating access to international markets; stimulating MSME lending; building the capacity of MSMEs, and initiating business planning processes through training and mentorship interventions; and providing MSMEs, with skills and advisory support to develop strategic thinking and business planning.

Featured Projects

- Conducted competitiveness and cluster analyses
- Conducted a full diagnostics and analysis of the status of entrepreneurship in Jordan
- Supported business associations in devising and implementing work plans and strategies
- Facilitated private-public sector dialogue
- Conducted feasibility studies for a variety of projects in the energy, transport and tourism sectors
- Advised and assisted the Jordan Enterprise Development Corporation in establishing a Monitoring and Evaluation Unit to track its performance and evaluate the effectiveness of its support to MSMEs
- Developed a tool kit to facilitate access to international markets by Jordanian SME's
- Developed guidelines for exporting to the markets and sectors
- Studied new approaches to stimulate MSME lending from banks
- Provided capacity building for a number of MSMEs to initiate the business planning process
- Conducted comprehensive market studies to identify new growth opportunities in the pharmaceutical, garments and BPO sectors

Policy Development

Strengthening the management of central government administration by implementing robust and enforceable procedures to improve policy development and decision-making mechanisms. Developing institutional mechanisms for quality decision-making that expedite strategic and operational decisions, evaluate options systematically, and ensure decisions are implemented, tracked, and monitored.

Featured Projects

- Developed Jordan's Council of Ministers guidebook for policy decisions
- Supported the establishment of the Jordan National Competitiveness Observatory, and co-authored its first publication
- Restructured the Jordanian Prime Ministry, including the Prime Minister's office, the General Secretariat and Council of Ministers
- Established the Government Performance Directorate at the Prime Ministry of Jordan
- Developed concept notes and provided advisory services on machinery of government, service delivery, and government streamlining
- Benchmarked the services of the Government of Jordan with regional and international governments
- Developed a comprehensive qualitative and quantitative database system for use by businesses and investors
- Built a comprehensive Trade and Investment Information system

Organizational Effectiveness

Enabling organizations to improve their competitiveness, optimize their performance, and enhance service delivery through market and competitiveness analysis, optimization of the human capital, streamlining internal processes, improving service efficiency and transparency, and implementing organizational performance management systems.

This is achieved by applying a deep understanding of the local context and the regulatory framework, and utilizing best practices and tools in business process management and organizational restructuring.

Featured Projects

- Streamlined the operations of the One-Stop-Shop at the Jordan Investment Board
- Developed the business registration and permitting system at the Aqaba Special Economic Zone Authority
- Supported the Greater Amman Municipality (GAM) in designing an investor-friendly Building Permitting Process
- Streamlined licensing processes at the Wadi Seer District within the Greater Amman Municipality, and supported its implementation
- Streamlined business property registration at the Land and Survey Department
- Assessed the licensing process at the Ministry of Tourism and Antiquities
- Restructured ministries and government institutions including the Prime Ministry, economic and social ministries.
- Developed a governance structure for the Aqaba Development Corporation
- Recommended best practices for the Palestinian Industrial Estates and Free Zones Authority (PIEFZA)
- Developed a One Stop Shop for Aqaba Special Economic Zone Authority to facilitate Enterprise Registration and Permitting.
- Designed and facilitated the implementation of “management by objective” program at the Development Zones Commission of Jorda

Clients

Governmental and Semi Governmental Bodies:

- Aqaba Development Corporation (ADC)
- Aqaba Special Economic Zone Authority (ASEZA)
- Central Bank of Jordan
- Department of Statistics, Jordan
- Development Zones Commission (DZC), Jordan
- Greater Amman Municipality (GAM), Jordan
- Jordan Customs
- Jordan Enterprise
- Jordan Industrial Estates
- Jordan Investment Board
- Jordan Tourism Board
- King Abdullah II Center for Excellence (KACE)
- King Abdullah II Fund for Development (KAFD)
- Kuwait Economic Zones Development
- Land and Survey Department, Jordan
- Ministry of Agriculture, Jordan
- Ministry of Economic Development, Egypt
- Ministry of Education, Jordan
- Ministry of Environment, Jordan
- Ministry of Finance, Jordan
- Ministry of Finance, Yemen
- Ministry of Industry and Trade, Jordan
- Ministry of Information and Communications Technology (MoICT), Jordan
- Ministry of Labor, Jordan
- Ministry of Municipal Affairs, Jordan
- Ministry of Planning & International Cooperation, Government of Yemen
- Ministry of Planning and International Cooperation, Jordan
- Ministry of Planning, Palestinian National Authority
- Ministry of Public Sector Development, Jordan
- Ministry of Tourism, Jordan
- Ministry of Tourism, Yemen
- Ministry of Trade and Industry, Egypt
- Ministry of Water and Electricity, Kingdom of Saudi Arabia
- Ministry of Water and Irrigation, Jordan
- Municipality of Greater Madaba, Jordan
- Palestinian Investment Promotion Agency (PIPA)
- The Prime Ministry, Jordan
- Yemen Tourism Promotion Board
- Government of Iraq

Clients

Bilateral, Regional and Multilateral Donor and Lending Agencies:

- The Euro-Jordan Action for the Development of Enterprise (EJADA)
- Delegation of the European Union to Egypt
- Delegation of the European Union to the Hashemite Kingdom of Jordan
- Department of International Development (DFID)
- Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH
- EuropeAid
- European Investment Bank (EIB)
- European Bank for Reconstruction and Development (EBRD)
- German Federal Ministry for Economic Development Cooperation (BMZ)
- International Finance Corporate (IFC)
- International Labor Organization (ILO)
- Millennium Challenge Corporation (MCC)
- The World Bank
- United Nations Development Fund for Women (UNIFEM)
- United Nations Development Programme (UNDP)
- United States Department of Commerce (USDOC)
- US Trade and Development Agency (USTDA)
- USAID Jordan
- USAID Iraq

Partners:

- AECOM International Development
- ARD, Inc.
- Arthur Consulting Group International
- BDO Hospitality Consulting
- BearingPoint (now Deloitte Consulting LLP)
- Chemonics International
- DAI Development Alternatives, Inc.
- Deloitte Consulting LLP
- Emerging Markets Group (EMG)
- EPOS Health Consultants GmbH
- eSense Software
- Estarta Solutions
- IBF International Consulting
- ICON-INSTITUTE GmbH & Co. KG Consulting Gruppe
- Interdisciplinary Research Consultants (IdRC)
- J.E. Austin Associates, Inc. (JAA)
- Jacobs and Associates
- KPMG Peat Marwick / CARANA Corporation
- Maxwell Stamp PLC
- PricewaterhouseCoopers (PWC)
- Primus
- Sanad Law Group
- Steer Davies Cleave
- Tetra Tech
- The Services Group (TSG) (now AECOM International Development)

Private Sector:

- Al Dawliyah for Industry Trade and Touristic Investments
- Alliance Chocolate Manufacturing Co. (ACMC)
- American Chamber of Commerce (AmCHam) In Jordan
- Anadarko, USA
- Architecture and Engineering Business Council
- Chemical Bank
- Hochtief Airport GmbH
- Information Technology Association of Jordan (int@j)
- Jordan Forum for Business and Professional Women (JFBPW)
- Jordan Garments, Accessories, & Textiles Exporters' Association (JGATE)
- Nuqul Group
- OMNIX Group
- The Arab Academy for Banking and Financial Sciences (AABFS)
- The Sheraton