



FINCON

Company Profile

2024

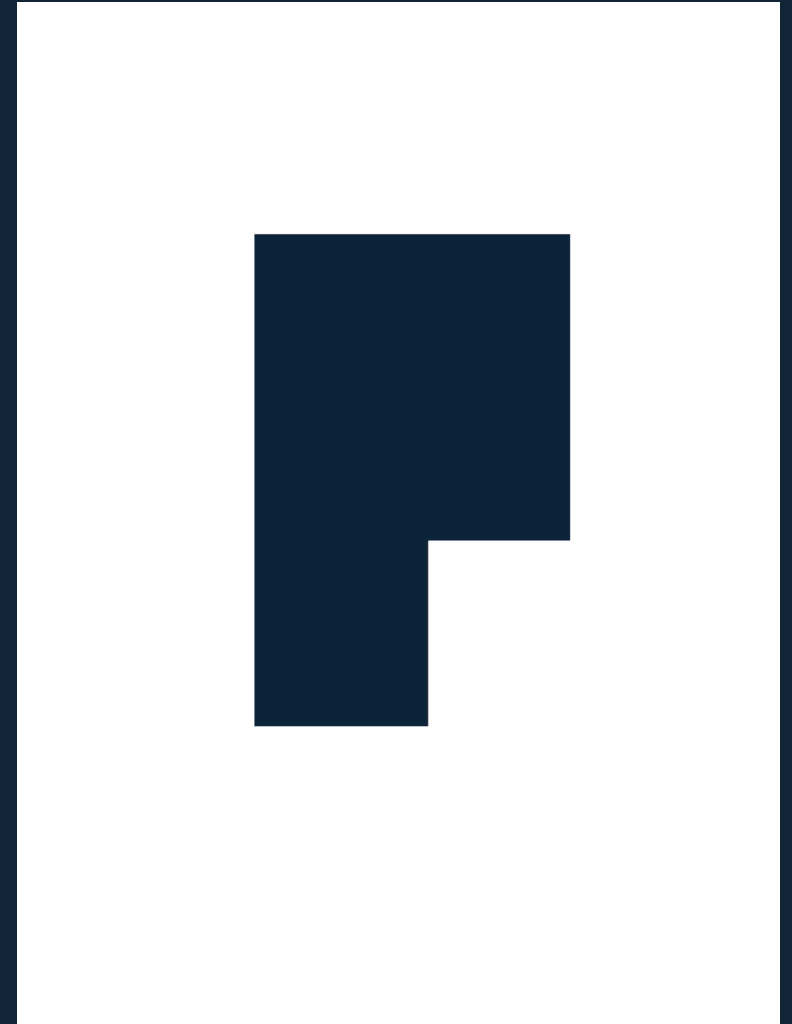
About us

01.

FINCON Services is a Canadian and American international development consultancy.

02.

We've been working in the international development sector since 1996.



What sets us apart

01

International Development + Software Development

We combine both disciplines – IT and international development consulting. We have an inhouse software team and a portfolio of software that used by public sector clients.

02

Collaboration

We leverage partnerships and consortiums to win bids and execute better.

We've a network of 100+ collaborating partners.

03

Local Knowledge and Expertise

We evolved from a country office to a global firm – not the other way around.

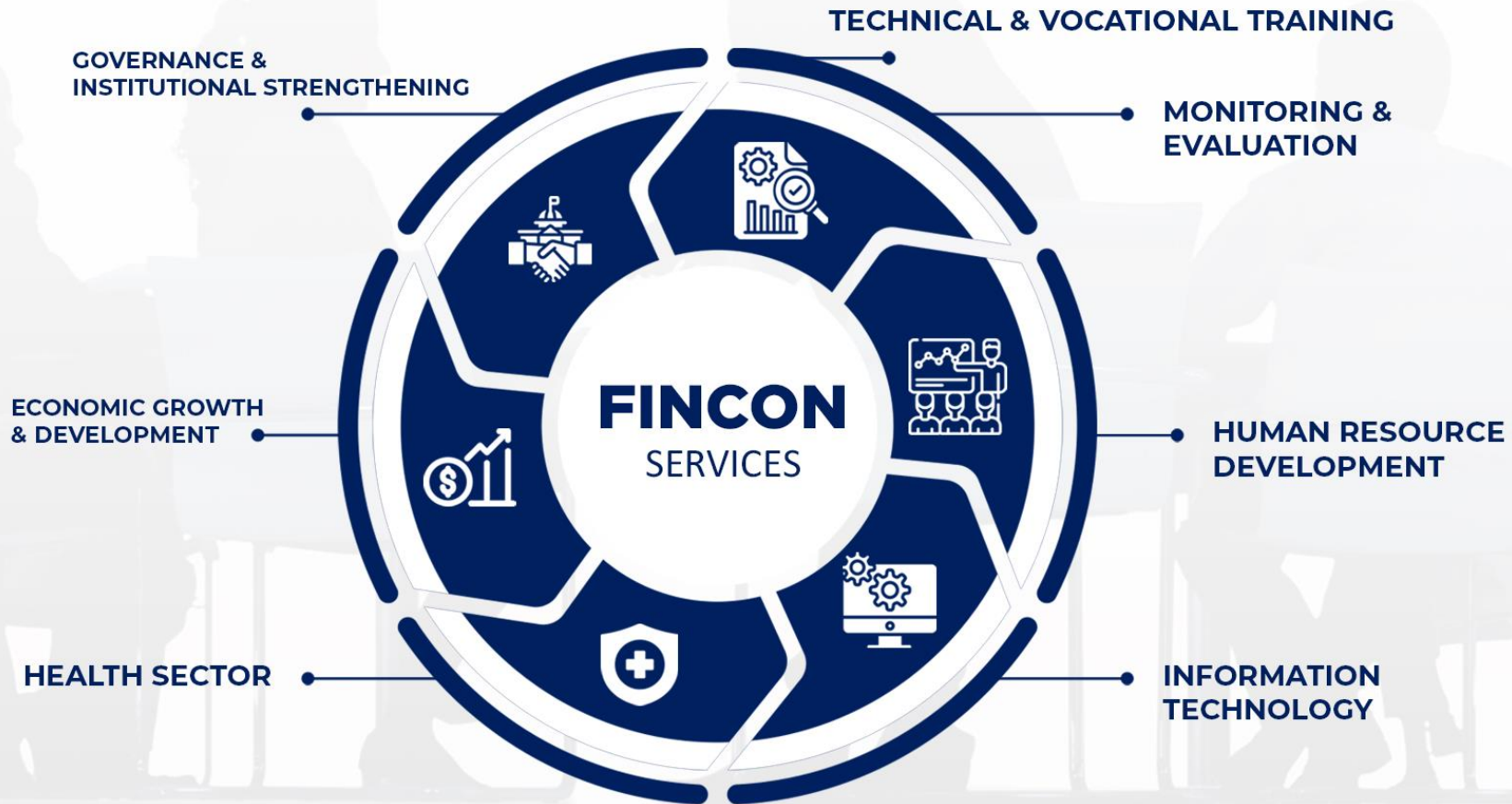
We grew as a consulting firm from the ground up and retain that institutional knowledge.

Core values

**Collaborate. Leverage
Partnerships.**

**Build consensus with
participatory development.**

**Excellence and
Innovation**



SECTORAL EXPERTISE

FINCON is a dynamic force in shaping effective governance structures, driving economic progress, advancing healthcare solutions, and providing cutting-edge IT solutions. With a commitment to precision and positive impact, FINCON stands as a trusted partner in fostering development and success across diverse fields.

GOVERNANCE & INSTITUTIONAL STRENGTHENING

- Policy studies and recommendations
- Public administration and civil services benchmarking and reform
- Business process re-engineering of public sector utilities
- Restructuring and re-organization
- Development of SOPs and manuals
- Full cycle training (Assessment to Implementation)
- Self-reliance models for public sector organizations
- Citizen outreach and engagement, communications and behavior change campaigns and service delivery surveys
- Strengthening project management capacities

ECONOMIC GROWTH & DEVELOPMENT

Agriculture

- Assessment studies and Surveys
- Value chain analysis – assessment and intervention
- Regulatory and institutional analysis and policy reform
- Facilitating Regional Trade
- Agricultural enterprise support – Agribusiness operations training
(Project planning, Pest management, Crop breeding, Soil testing, Local farmer training, Produce packing & Access to finance).

SME Sector

- Enterprise development
- Business development services
- Development of standard operating procedures
- Market linkages development
- Business modelling
- Access to finance



HEALTH SECTOR

- Health Systems Strengthening
- Health MIS and Mobile Health Apps - Development and Implementation
- Clinic and health center management
- Hospital Administration
- Health Financing
- Performance Audits
- Training for primary care givers (community health care workers and midwives)
- Public health Campaigns

INFORMATION TECHNOLOGY

- Enterprise Resource Planning (ERP) System
- Management Information Systems (MIS)
- GIS based consumer billing systems
- Decision Support System (For Local Government)
- Hospital Management Information System (HMIS)
- Health MIS – Mobile APP for Public Health Workers
- Mobile Based Highly Flexible Data Collection APPS
- Web, APP & Dashboards Development
- IT Bid Management, Evaluation and Procurement Management



HUMAN RESOURCE DEVELOPMENT

- Coaching and employee training: classroom, theoretical and on-the-job
- Career development workshops
- Performance management plans
- Succession planning
- Key talent identification
- Recruitment, employee skills development and tuition assistance
- Organization development

MONITORING & EVALUATION

- Development of M&E Systems and Frameworks
- Third Party Monitoring
- Impact Evaluation
- Qualitative & Quantitative Data Analysis
- Development of Qualitative and Quantitative Indicators

TECHNICAL AND VOCATIONAL TRAINING

- Impact Assessment of TVET Projects
- Recruitment of Training Participants
- Capacity building
- Skill Gap Analysis
- Career Counseling



BUSINESS STRATEGY

Our management consulting approach is founded on a holistic analysis of client needs, industry dynamics and organizational culture. Beginning with a thorough diagnostic assessment, we identify key challenges and opportunities. We prioritize collaboration, engaging stakeholders at all levels to ensure a comprehensive understanding of the client's ecosystem.

Our solutions are tailored, data-driven and emphasize sustainable change. Through agile methodologies, we implement strategic initiatives with measurable milestones. Continuous evaluation and feedback loops ensure adaptability and success. Our consultants bring deep industry expertise, fostering innovation and empowering clients to achieve enduring excellence in leadership, operations and overall organizational performance.

We therefore are proud to state that our interventions are modular, client centric, sustainable and demand driven.





Together with our partners and clients, we've completed...

155 projects in 10 countries

FINCON Offices (White), Completed Projects (Green)





Flagship Projects

Improving Access to Financial Services Program, Pakistan



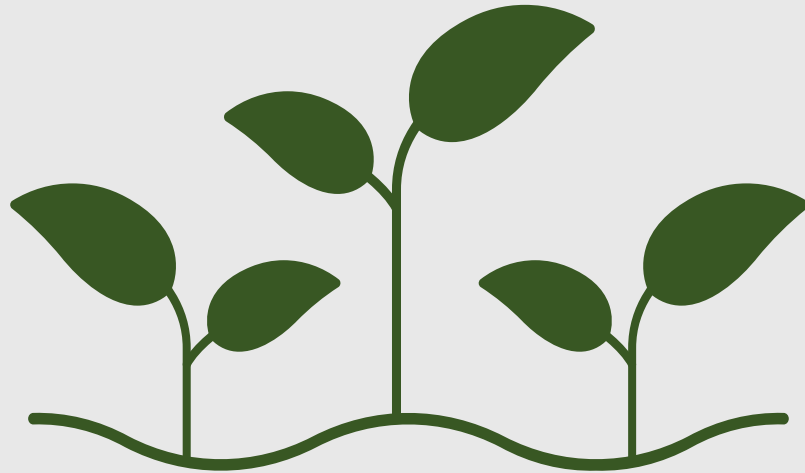
01

- Funded by the Asian Development Bank (ADB), we led a multi-disciplinary team to build a more efficient and inclusive financial sector.
- The ADB in their post project impact evaluation stated that "Overall, the program is rated as successful"

02

- Notable achievements include: the design of a land administration and taxation system for the Province of Sindh – which they implemented to a complete success.
 - Adoption of a national microfinance strategy
 - Launch of branchless and mobile banking, Islamic Banking products
-

USAID's Empowering Pakistan: Firms



01

- Funded by USAID, FINCON was a subcontractor and implementing partner.
- This project was part of the first big wave of the US reopening its development funding for Pakistan

02

- We completed 10 tasks orders, all related to private sector development and economic growth
 - Work like value chain analysis, capacity building and forming enabling environments for commodity import and agricultural producers; as well as M&E
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Health + IT

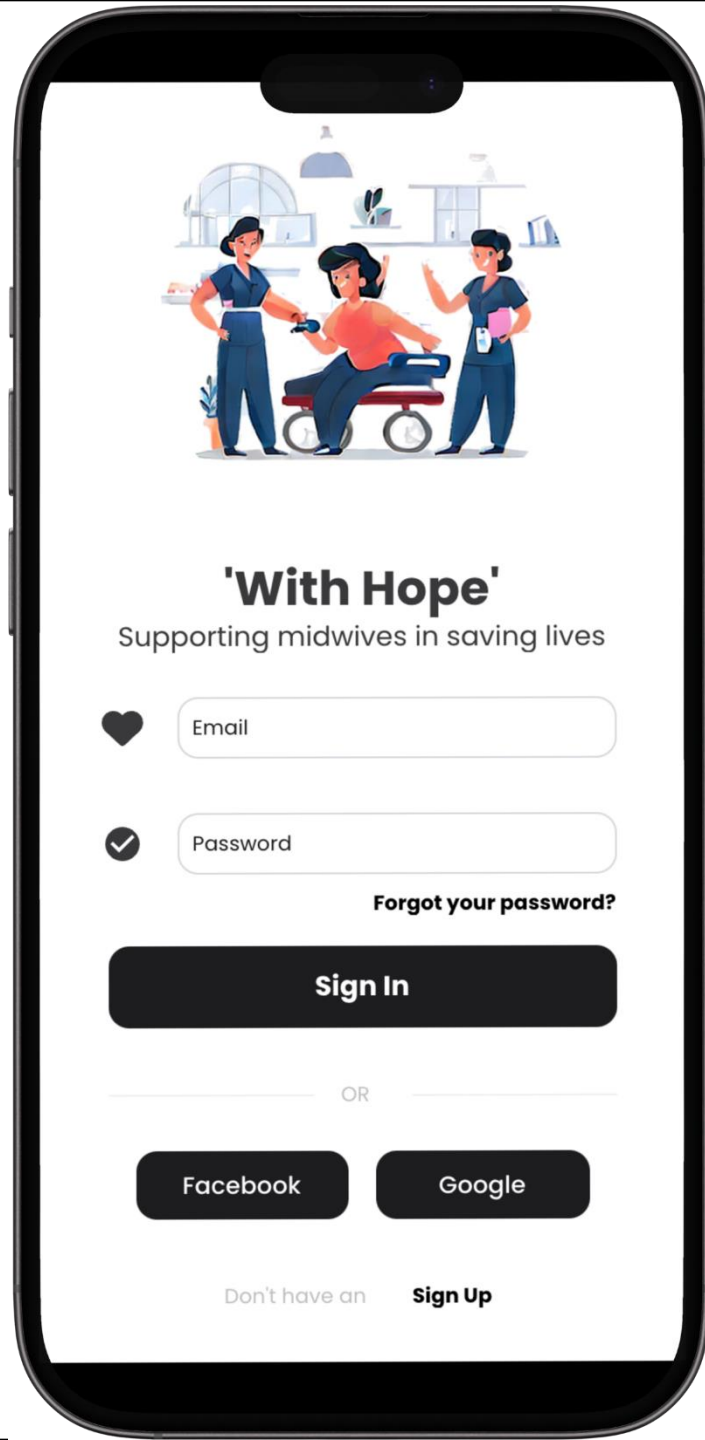
Computerized Maintenance Management System for Ministry of Health, Haiti, (2018 – 2019)

We developed and deployed a computerized inventory system for the Ministry of health.

The system tracks repair status and maintenance history and tracks inventory and lab equipment.

Health Management Information System for DKT Tanzania (2015 – 2017)

We co-designed a Clinical Enterprise System with DKT. We developed and deployed the system and provided training.



Umeedsey (With Hope) is an app that Empowers Midwives to Save Lives.

The app and its supporting health care model diagnoses and identifies risky pregnancies, ultimately saving precious lives at birth.

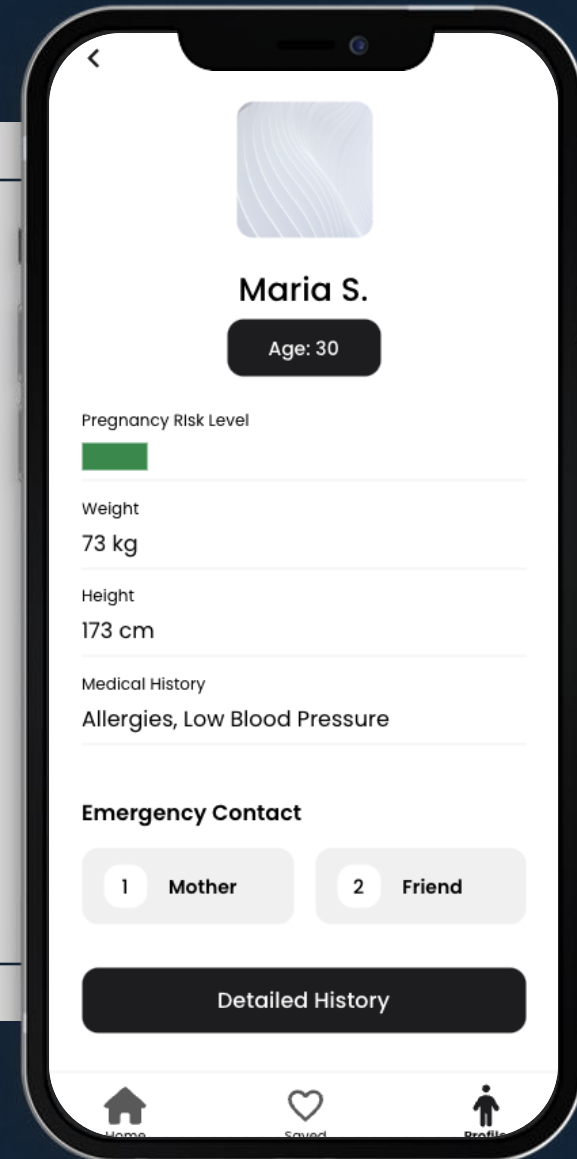
The project was conceived in 2013, with funding from Grand Challenges Canada.

Districts in which our app are implemented see a 23% reduction in complications – compared to national baselines.

The science behind 'With Hope'

Developed by a team of medical doctors and developers – the 'With Hope' algorithm:

- Calculates 13 variables from the expectant mother's medical history and generates a risk profile AND actions for the midwife to take
- Data Sources:
 - API integrations with existing standards compliant health systems like HL7
 - Data is manually collected and recorded in the app by the midwives if there are no existing systems to integrate



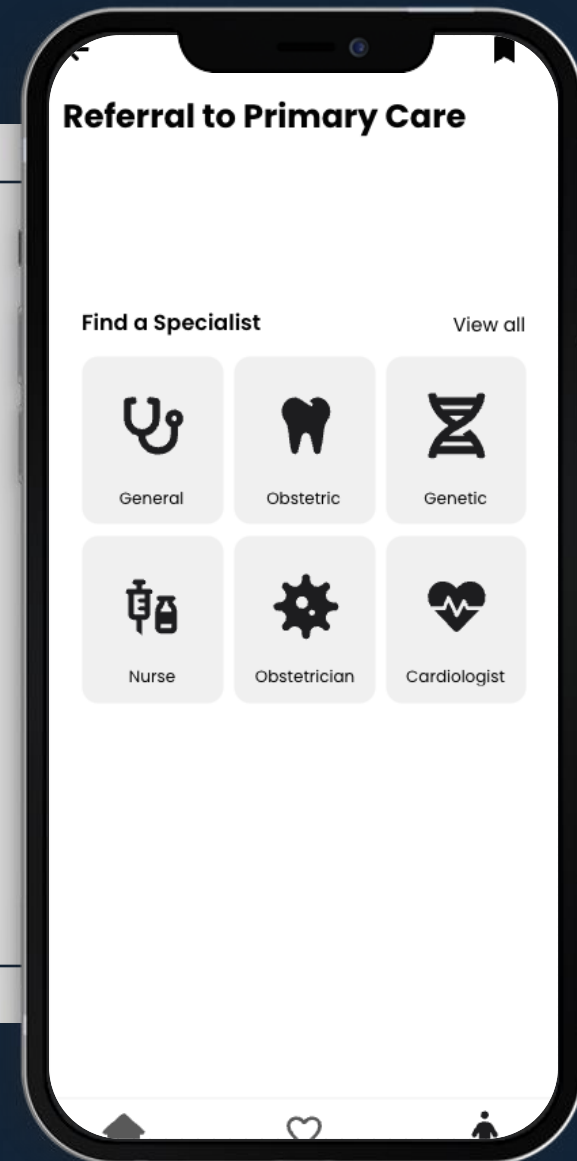
Use Cases and Key Benefits

Use cases – developing country contexts with low health care capacity and/or low doctors per capita

- Save lives of both mothers and infants
 - Reduce birth complications

 - Simple Interface, Profound Impact; accessible and clean design for all devices and all users

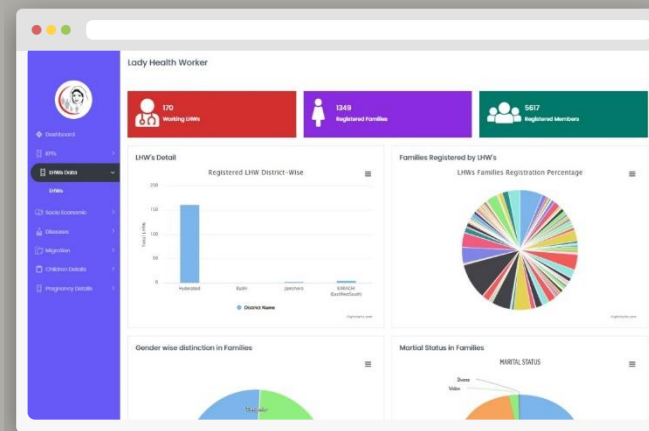
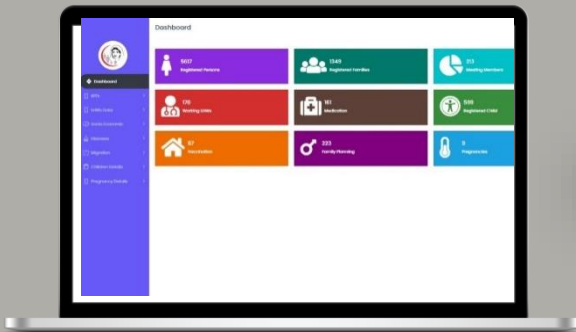
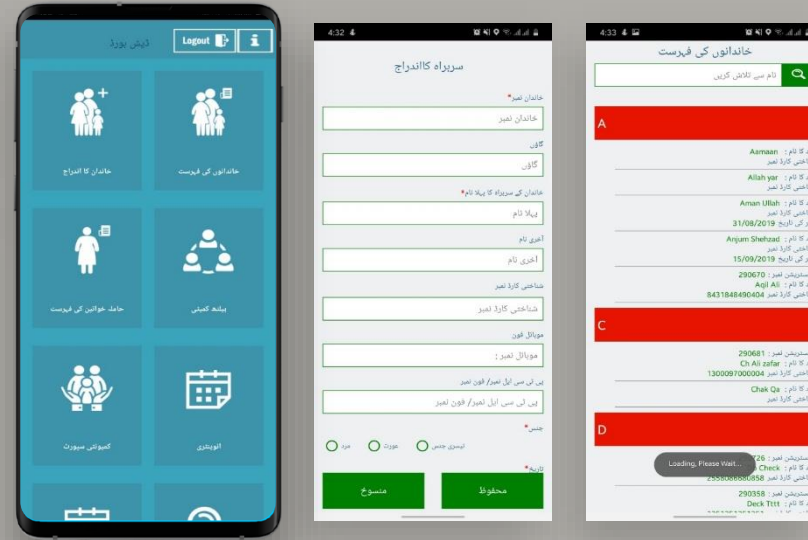
 - Integrated tele-health module – access expert advice from primary health providers within the app
 - Integrated GPS for patients and emergency services
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LHW APP

Lady Health Worker is an Android application used by LHWs, they visit households to increase awareness on reproductive health and nutrition, Facilitate registration of births and deaths, distribute medication for family planning and immunize children according to the national schedule.

LHWs play a particularly important role for mothers and children by coordinating with traditional birth attendant s and midwives to ensure that mothers receive adequate care.



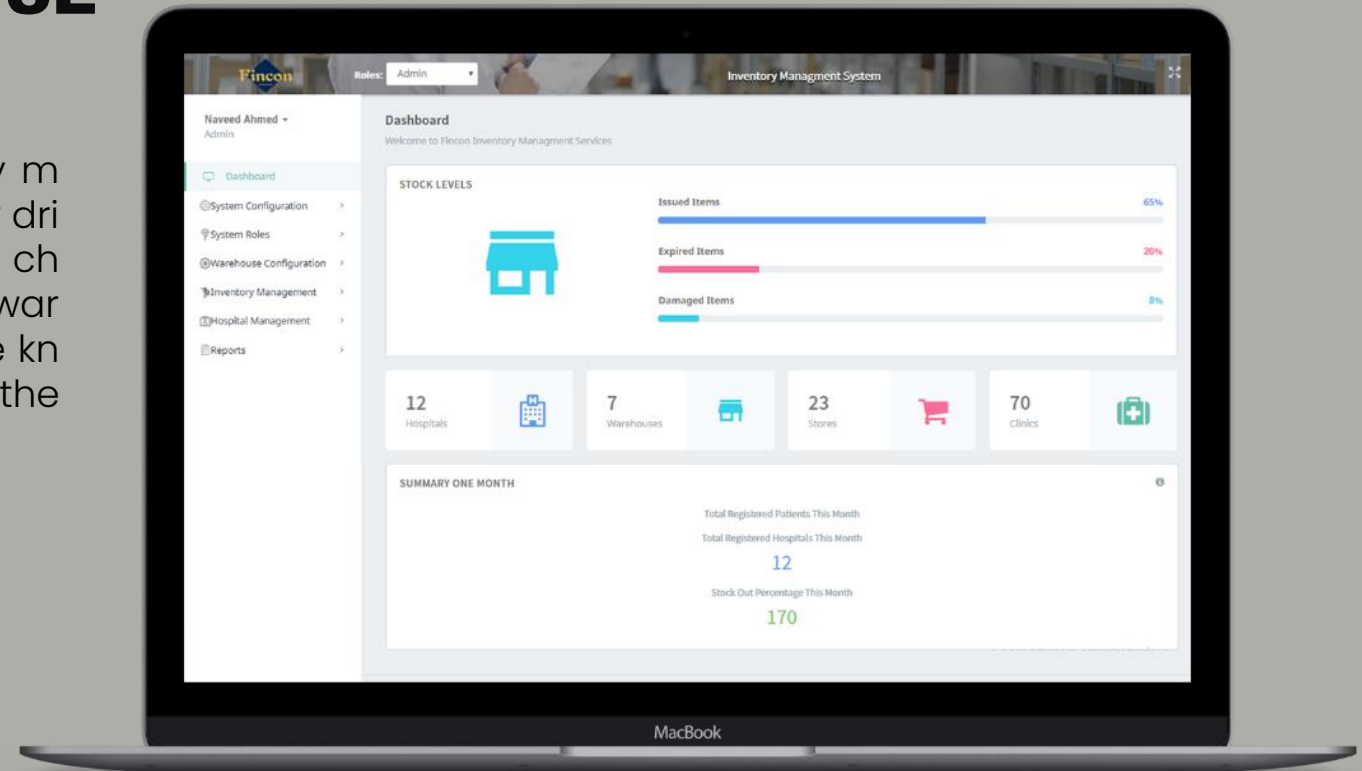
LHW Dashboard

The application includes functionalities like registering pregnant mother, her family/ genetic history, medical history, present pregnancy record, previous pregnancy record(if any), previous delivery(if any) information, allergies, complaints, antenatal visit record, urinalysis.

PROCUREMENT & WAREHOUSE MANAGEMENT SYSTEM

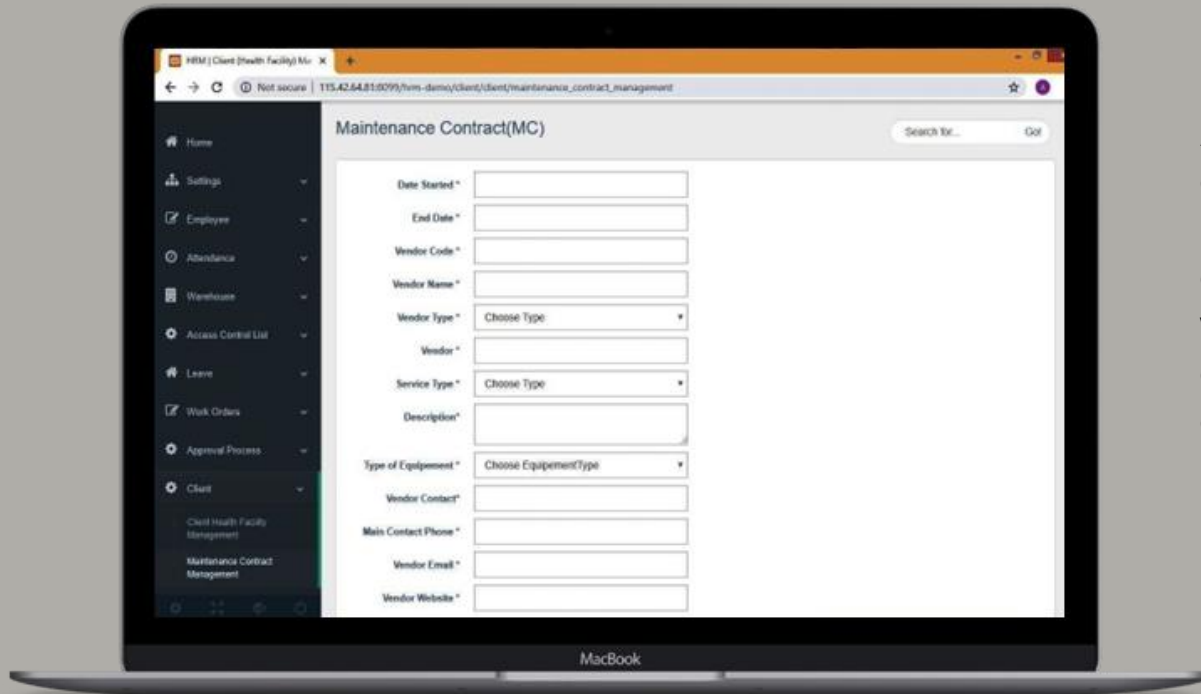
Warehouse management, procurement, and inventory management are constant client concerns because they drive costs and bottom lines. FINCON fully understands the challenges associated with procurement strategies and warehouse management services and share our collective knowledge and experience with our customers. Some of the modules are as follows:

- Procurement Module
- Products management
- Order Generation
- Approvals
- Receiving's
- Indent Request
- Issuance
- Reports



COMPUTERIZED MAINTENANCE MANAGEMENT SYSTEM

An inventory, Procurement and work orders management system allows a business to maintain control of inventory records, Maintenance services through work orders for the organization. As an organization increases in size, controlling the inventory and the work associated with inventory management increases exponentially. Implementing a system that simplifies this process can make an organization more productive and profitable by improving the efficiency of time, work management, procurement management and inventory control.



- System Settings
- Employee management
- Management
- Supplier Management
- Warehouse/Inventory management (Equipment & Spare Parts)
- Procurement management
- Work orders management (For maintenance)
- Client (Health Facility) Management
- Attendance/Leaves

List of Projects

GOVERNANCE & INSTITUTIONAL STRENGTHENING

SR.#	CLIENT / DONOR NAME	PROJECT NAME / DETAILS	YEAR
1	Government of Sindh	Independent audit of district headquarters hospital Badin	2016
2	Asian Development Bank (ADB)	Ta no. 4969: strengthening land administration services	2008
3	Sarhad Hydel Development Organization (SHYDO)	Capacity building of Sarhad hydel development organization (SHYDO) & related entities	2012
4	Asian Development Bank (ADB)	Ta-implementation readiness of the Khyber Pakhtunkhwa- -southern area development	2012
5	Assessment and Strengthening Programme (ASP)-RSPN	Development of financial management framework and manuals for SBEP.	2012
6	Asian Development Bank	Sindh city improvement project-2	2009
7	Asian Development Bank Loan-2153	Multi-sector rehabilitation & improvement project (MSRIP)	2006
8	Bunyard	Organizational review and development of strategic plan for Bunyard	2006
10	Essential Institutional Reforms Operationalization Program (EIROP)	Participatory planning, monitoring and evaluation for local body representatives, officials	2006
11	National AIDS Control Program	Orientation and capacity building of print and electronic media journalists on HIV and AIDS	2005
12	Orix Leasing Pakistan	Market research and development of standard operating procedures and policies	2005
13	SUNGI Development Foundation	Development of standard operating procedures for Sungi	2005
14	Asian Development Bank (ADB)	Mega city project	2005
15	Asian Development Bank (ADB)	Institutional capacity building of national transmission and dispatch company limited	2004
16	Asian Development Bank (ADB)	Skills development and capacity building of district governments officials in planning and development	2004
17	Asian Development Bank Loan No:PAK:34337-02	Sindh devolved social services development program	2003
18	Essential Institutional Reforms Operationalization Program (EIROP)	Participatory planning, monitoring and evaluation for local body representatives, officials	2003
19	Forest Sector Project, NWFP	Capacity development of forest department and partner organizations, NWFP	2002
20	Saga Sports, Sialkot	Capacity development and compliance of NIKE code of conduct – saga sports Sialkot	2002
21	Japan Bank for International Cooperation	Water & sanitation project CDA (capital development authority)	2000
22	Asian Development Bank (ADB)	TA Loan (1683-PAK) Institutional strengthening of board of investment (BoI)	2000
23	Asian Development Bank (ADB)	Quetta water supply and environmental improvement project (QWSEIP)	1999
24	Asian Development Bank (ADB)	Evaluation of the training and employment of rural women savings and credit scheme.	1999
25	Asian Development Bank (ADB)	Urban water supply and sanitation project, Rawalpindi	1998
26	Primary Education Program (PEP)	Privatization of primary education: alternative govt. Schooling system	1998
27	Planning Environment and Development Department	Strengthening of the PE&D department	1998
28	N.W.F.P. – Primary Education Program	Financial management information system for primary education program, NWFP govt.	1998
29	Department for International Development, DFID	Department for international development (DFID) project on primary education	1997

ECONOMIC GROWTH & DEVELOPMENT

SR.#	CLIENT / DONOR NAME	PROJECT NAME / DETAILS	YEAR
1	PMU FATA	Economic Need Assessment Survey (ENAS) in Bajaur & Mohmand Agencies (FATA)	2014
2	UNIDO	Feasibility Study to set up a Pilot Project Guarantee Fund in Pakistan	2014
3	USAID	Pakistan Agriculture Value Chain Assessment	2011
4	USAID	Business Service Delivery Gap Analysis and BDS Mapping	2010
5	USAID	Commodity Import Program (CIP)	2010
6	SME Business Support Fund (BSF), MoF, Government of Pakistan	Peach Project in Swat	2010
7	USAID	South Waziristan economic rehabilitation strategy	2009
8	Ministry of Food and Agriculture	Crop Maximization project-II	2009
9	MISFA	Preparation of IFRS Compliant Financial statements	2008
10	Asian Development Bank	TA 4894 - Improving Access to Financial Services in Pakistan	2007
11	Pakistan Financial Services Sector Reform Programme (PFSSRP)	Technical Assistance to NGOs for separating Microfinance Operations	2007
12	Asian Development Bank (ADB)	TA-4712-SAM: Promoting Economic Use of Customary Land in Samoa	2006
13	Asian Development Bank (ADB)	LOAN 1529-KGZ (SF): Rural Financial Institutions Project	2006
14	The World Bank	Baluchistan Small Scale Irrigation Project	2006
15	Swabi Women Welfare Society	Development of Loan product	2006
16	Organization for Participatory Development (OPD)	Development of Credit Score Sheet	2006
17	Community Support Concern	Market Research, Loan Product Development and Development of Strategic Plan for CSC	2005
18	Centre of Excellence in Micro-finance	Center of Excellence in Microfinance (CMF)	2004
19	Asian Development Bank (ADB)	TA: 33268-01 FATA Rural Development Project, Asian Development Bank	2003
20	Peshawar Development Authority	Private Sector Investment Options of Regi Lalma Township Scheme	1998

HEALTH

SR.#	CLIENT / DONOR NAME	PROJECT NAME / DETAILS	YEAR
1	The World Bank / Health Dept. KP / Health Care Commission KP	Conduction Geo-Tagging and Registration of HCEs in Khyber Pakhtunkhwa	2023
2	The World Bank / Health Dept. KP / Health Foundation	Additional Activity for Assessment of 58 Secondary Healthcare Services Hospitals in KPK	2022
3	The World Bank / Health Dept. KP / Health Foundation	Assessment of 58 Secondary Healthcare Services Hospitals in Selected Districts of Khyber	2022
4	The World Bank / Health Dept. KP / Health Foundation	Assessment of Healthcare Facilities in Selected Districts of Khyber Pakhtunkhwa	2022
5	Aman Health Foundation	Baseline and Independent Audit of Ambulance Services for Thatta and Sujawal District	2016
6	Government of Sindh	Independent Audit of District Headquarter Hospital Badin	2016
7	Poverty Eradication Initiative	Assignment name: Development of ERP- Sindh Medical Support Program	2016
8	DKT Tanzania	Development of M-health enterprise Solution for DKT Tanzania and Hands on Clinical and Health	2015
9	Poverty Eradication Initiatives (PEI)	Impact Assessment of PEI Medical Support Program (MSP)	2014
10	Directorate of Malaria Control, Ministry of Health	Behavior Change and Communication Campaign for Malaria Control	2004

INFORMATION TECHNOLOGY

SR. #	CLIENT / DONOR NAME	PROJECT NAME / DETAILS	YEAR
1	UNICEF	Water Quality Portal	2023
2	Special Branch KP Police	Upgradation SBMIS and Development, Deployment & Commission of additional software	2023
3	Poverty Eradication Initiative	Assignment name: Health Management Information System-Sindh Government Children	2017
4	Poverty Eradication Initiative	Assignment name: Development of ERP- Sindh Medical Support Program (Government of SINDH)	2016
5	Poverty Eradication Initiative	Community Midwife (CMW)	2016
6	Grand Challenges Canada	MHFS (Micro Health-Care Franchise System)	2011
7	Ministry of Environment	Development of PC-I of MIS of Water & Sanitation sector of Pakistan	2009
8	Asian Development Bank	ADB TA 7017-PRC: Enhancement of the Performance Audit Capacity of the China National	2008
9	First Microfinance Bank Limited	Development of Management Information System	2008
10	Asian Development Bank (ADB)	Study on Developing IT Platforms for Tracking and Maintenance System for KW&SB, PAK	2008
11	Asian Development Bank (ADB)	Upgrading the ICT and MIS at the Agriculture Promotion Bank	2007
12	CIDA DSP	Tehsil Municipal Administration Management Information System (TMAMIS)	2007
13	Capital Development Authority	Software Development for CDA (Capital Development Authority)	2005
14	International Food and Agricultural Development Organization, (IFAD)	Project Monitoring Software for Barani Village Development Project (BVDP), Agency for BARANI	2001
15	Community Infrastructure Project—Peshawar	Composing and Compiling of Socio-economic Data of 55 Communities of NWFP	2001
16	Planning Environment and Development Department	Strengthening of the PE&D Department	2000
17	PE&D Dept. Govt. of N.W.F.P.	MIS for Strategic Planning and Decision-Making Process & Flow-Charting ADP Process in MIS	1998
18	National Rural Support Program NRSP	Credit Management Information System	1998
19	GTZ	Pak German Promotion - Public Health & Engineering Department (PHED)	1998

HUMAN RESOURCE DEVELOPMENT

SR.#	CLIENT / DONOR NAME	PROJECT NAME / DETAILS	YEAR
1	SMEDA	Delivery of Market Based Training Programs 36	2019
2	WSSC Mardan	Capacity Building of Middle Management and Field Staff	2018
3	Directorate General Health Services Khyber Pakhtunkhwa	Training Management of Integrated Disease Surveillance & Response System Phase - I	2017
4	Poverty Eradication Initiatives (PEI)	Training of Nurses/ Paramedics in use of medical & Surgical Supplies	2017
5	UNICEF	Establishment of Long Term Arrangement (LTA) for the provision of services to organize	2015
6	Sarhad Hydel Development Organization (SHYDO)	Capacity Building of Sarhad Hydel Development Organization (Shydo) & Related Entities	2006
7	Agribusiness Development and Diversification Project	Capacity Building for Community Women in Micro-enterprise Development	2005
8	Asian Institute of Development Studies (AIDS)	Capacity Building of Professionals from Poverty Reduction Project, Baluchistan	2005
9	UNDP	Capacity Building of Polling Staff for General Elections 2002	2005
10	Royal Netherlands Embassy (RNE) Islamabad	Capacity Building of SAHIL – Human Rights Based NGO-Pak	2005
11	First Microfinance Bank Limited	Market Research and Training of Women Entrepreneurs	2005
12	Civil Society HID Program, SDC Funded Project	Capacity Development of CHIP Partner Organizations	2004
13	UNDP	Capacity Development of Professionals from Solid Waste and Environment Enhancement	2004
14	Pepsi Pakistan	Institutional Strengthening and Capacity Development of Managers	2003
15	DFID/ FAUP	Capacity Development of FAUP Staff and Professionals from Line Department	2000
16	HRDI	HRDI Regular Training Programs – Managers and Professionals from different organizations	1997

TECHNICAL & VOCATIONAL TRAINING

SR. #	CLIENT / DONOR NAME	PROJECT NAME / DETAILS	YEAR
1	National Vocational & Technical Training Commission (NAVTTTC)	Third Party Evaluation of Prime Minister's Youth Skill Development Program Phase IV	2018
2	USAID	Punjab Youth Workforce Development (PYWD) Project 209	2017
3	Poverty Eradication Initiatives (PEI)	Training of Nurses/ Paramedics in use of medical & Surgical Supplies	2017
4	National Vocational & Technical Training Commission (NAVTTTC)	Third Party Evaluation of Prime Minister's Youth Skill Development Program Phase II	2016
5	Resource Monitoring and Development Group (RMDG)	Institutional Assessment and Capacity Building of Vocational Training Institutes	2006

MONITORING & EVALUATION

SR. #	CLIENT / DONOR NAME	PROJECT NAME / DETAILS	YEAR
1	PULSE	Survey for Precise Mapping in notified Katchi Abadis (KAs) in Punjab	2023
2	The World Bank / Health Dept. KP / Health Care Commission KP	Conduction Geo- Tagging and Registration of HCEs in KPK	2023
3	The World Bank / Health Dept. KP / Health Foundation	Additional activity for assessment of 58 secondary healthcare services hospitals in KPK	2022
4	The World Bank / Health Dept. KP / Health Foundation	Assessment of 58 secondary healthcare services hospitals in selected districts of KPK	2022
5	The World Bank / Health Dept. KP / Health Foundation	Assessment of healthcare facilities in selected districts of KPK	2022
7	Pakistan Community Support Project SDU PD&D, Govt. of Khyber Pakhtunkhwa	Hiring Services of Firm for Conducting Baseline, Midline, Endline Surveys & Special Studies.	2021
8	Water and Sanitation Authority Lahore	Improving Financial Management and Reporting Systems of Lahore Water and Sanitation	2019
9	WSSC Mardan	Revenue Enhancement through Customer Survey	2018
10	WASA Lahore	Android Based Consumer Survey of WASA Lahore for Package B	2016
11	Food and Agriculture Organization	Agriculture Value Chain Assessment Study	2016
12	Agriculture Department, Govt of Sindh, Karachi.	Sindh Agriculture Growth Project Component 1: Consulting Services for Technical	2015
13	National Vocational & Technical Training Commission (NAVTTTC)	Third Party Evaluation of Prime Minister's Youth Skill Development Program-Phase II	2015
14	(UNIDO	Feasibility Study to set up a Pilot Project Guarantee Fund in Pakistan	2014
15	Poverty Eradication Initiatives (PEI)	Impact Assessment of PEI Medical Support Program (MSP)	2014
16	CHEMONICS INTERNATIONAL INC.	Assessment of Mines and Mineral in KPK and Baluchistan- USAID Firms Project	2013
17	State Bank of Pakistan	Impact Assessment of Financial Literacy Program in Pakistan	2013
18	Save the Children	Household Survey, Health Facility Assessment and Qualitative Assessment in FATA/FRs	2012
19	USAID	Monitoring of Potato Post-harvest training in district Swat - FIRMS	2012
20	USAID	FATA Assessment Study	2011
21	USAID	Pakistan Agriculture Value Chain Assessment	2011
22	BISP	Nationwide Roll Out of Poverty Score Card for National Targeting.	2011
23	USAID	Swat Tourism Sector Census, Post flood Census and rehabilitation	2010
24	USAID	Swat Fisheries Census and rehabilitation	2010
25	Asian Development Bank	ADB TA 7017-PRC: Enhancement of the Performance Audit Capacity of the China National	2008
26	National Vocational & Technical Training Commission (NAVTTTC)	Third Party Evaluation of Prime Minister's Youth Skill Development Program Phase IV	2008
28	First Microfinance Bank Limited	Market Research and Training of Women Entrepreneurs	2005
29	Community Support Concern	Market Research, Loan Product Development and Development of Strategic Plan for CSC	2005
30	Orix Leasing Pakistan	Market Research and Development of Standard Operating Procedures and Policies	2006
31	Asian Development Bank	TA No: 4155. Social Protection Strategy Development Study	2004
32	International Food and Agricultural Development Organization, (IFAD)	Project Monitoring Software for Barani Village Development Project (BVDP), Agency for	2001



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