



V2.11.25



P E N D A
CONSULTING & DEVELOPMENT



WELCOME TO PENDA CONSULTING & DEVELOPMENT

WORDS FROM OUR FOUNDERS

JANE CROUCH

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I am immensely proud to lead a team that is not only dedicated to providing world-class consulting services but is also driven by an unwavering commitment to the communities we serve.
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From my first days in business, I knew that true success meant more than just a healthy bottom line. For me, it has always been about making a real difference in the world - and that conviction is at the heart of everything we do at PENDA Consulting & Development Ltd. We founded this firm on the belief that a brighter future for the Caribbean can only be built on solutions that are deeply rooted in shared cultural heritage and economic realities. I am immensely proud to lead a team that is not only dedicated to providing world-class consulting services but is also driven by an unwavering commitment to the communities we serve.

I consider myself incredibly fortunate to have spent the past 15 years working across Sub-Saharan Africa and the Caribbean, with the added privilege of calling Barbados home for two of those years. During this time, I have not only observed the unique challenges faced by Barbadians but have also been deeply

inspired by their resilience, strength, and strong sense of community.

I experienced this spirit first-hand upon my arrival on the island. In my first few weeks on island, a tropical storm swept through Barbados - a daunting and unfamiliar experience for me. Despite being a newcomer, I was overwhelmed by the kindness and concern shown by my neighbours. They checked in to ensure I was safe, had food, and most importantly, felt calm and supported. Their selfless hospitality and warmth made a lasting impression. This moment of inclusion and care perfectly exemplifies the true spirit of the Caribbean people and has only strengthened my commitment to supporting the growth and development of both public and private sector organisations in the region. It is this sense of community, resilience, and shared purpose that continues to inspire my work everyday.

MARLON MARTIN

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PENDA was founded on the premise that procurement, supply chain, and development solutions must be rooted in the cultural and economic realities of our people.
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As a Managing Partner & Founder of PENDA Consulting & Development Ltd., I take immense pride in co-leading a consultancy firm that reflects both my Jamaican heritage and my deep commitment to the wider Caribbean region. PENDA was founded on the premise that procurement, supply chain, and development solutions must be rooted in the cultural and economic realities of our people.

Growing up in Jamaica instilled in me a resilience and determination that continues to shape my professional journey. It also gave me a profound sense of responsibility to use my expertise to strengthen institutions, empower local suppliers, and foster greater transparency and efficiency across our region. PENDA represents not just a consultancy but a

bridge between heritage and innovation, anchored in Caribbean pride yet connected to global best practices.

Through every assignment, whether in The Bahamas, Belize, Dominica, Guyana, or Barbados, our focus remains clear: to deliver context driven solutions that uplift communities, build capacity, and inspire sustainable progress for generations to come.

I often reflect on where my journey began. Growing up in Mountain View, one of Jamaica's toughest communities, I was surrounded by hardship but also by lessons in resilience, sacrifice, community and pride. I am determined to use every opportunity to contribute to the region's progress and my journey, rooted in community, sacrifice, and pride, remains the foundation of my motivation today

PROCUREMENT, ENGINEERING & DATA ANALYSIS

Our company is built on a foundation of trust, respect, and integrity. We bring together deep local insight and globally tested best practices to deliver tailored solutions in Procurement, Engineering, and Data Analysis.

With a diverse and experienced team, we tackle complex challenges with precision, care, and collaboration.

Our goal is to empower you to realize your vision, achieve your objectives, and contribute meaningfully to the growth and development of the region.

We foster genuine, collaborative partnerships. We listen, communicate, and work closely with you at every stage of the journey—because your success is our success.

Our approach is grounded in a deep respect for cultural heritage and an unwavering commitment to environmental sustainability. We are focused on delivering tangible, lasting results that create real impact.

We are more than just consultants—we are your dedicated allies in building a brighter, more prosperous future for the Caribbean.



OUR ETHOS

OUR WORK IS GUIDED BY FIVE CORE PRINCIPLES THAT DEFINE WHO WE ARE AND HOW WE OPERATE:

INTEGRITY



We conduct all our work with honesty, transparency, and a strong commitment to ethical practices. Integrity is the foundation of everything we do.

COLLABORATION



We believe in genuine partnerships—working closely with clients and stakeholders to achieve shared goals and lasting success.

EXCELLENCE



We are committed to delivering high-quality, impactful solutions that drive sustainable growth and meaningful change.

RESPECT



We honour cultural heritage and prioritise environmental sustainability in every aspect of our work.

EMPOWERMENT



We strive to empower organisations and communities, helping them unlock their full potential and build a stronger future.



**MEET
THE
PENDA
FAMILY**



JANE CROUCH

MANAGING PARTNER

INTERNATIONAL DEVELOPMENT SPECIALIST | REGIONAL
PROJECT MANAGER | NON-EXECUTIVE DIRECTOR

Jane is a highly accomplished professional with over **two decades of experience in business and international development**. Her career has been defined by successful collaborations with a diverse range of clients across the Caribbean, Africa, and Asia, providing her with a unique global perspective and a deep understanding of the cultural and operational dynamics in these regions.

A core strength of Jane's is her **deep knowledge of governmental institutions and bureaucratic structures**. She excels at navigating complex government systems and identifying the specific challenges facing institutions at varying stages of development. Her exceptional interpersonal skills enable her to build and sustain strong relationships with stakeholders at all levels, acting as a **trusted advisor and strategic partner**.

Jane has developed specialised knowledge of the **Caribbean and Sub-Saharan Africa**, regions where she has built extensive networks and worked closely with governments and regional bodies. Her work has involved engagements with key stakeholders in **22 countries including: Guyana, Ghana, Barbados, Jamaica, Kenya, Antigua & Barbuda, Montserrat, and Zambia**. These collaborations have positioned her as a **go-to expert in aligning development initiatives with local priorities**, ensuring effective implementation and long-term sustainability.

Her **strong client focus** is evident throughout her

work. She listens attentively, understands deeply, and anticipates client needs, enabling her to offer **tailored, practical, and sustainable solutions**. Jane is known for her ability to deliver results that are both **impactful and culturally aligned**.

Since early 2023, Jane has served as both **Regional Lead and Project Manager for a significant Waste-to-Energy project**, this high-profile initiative aims to deliver an environmentally sound and sustainable solution to Barbados' waste management challenges, contributing to the country's broader sustainable development goals. Jane's leadership has been critical in navigating the complexities of various infrastructure projects in the small islands and states.

Jane also played a **key procurement role during the COVID-19 pandemic**, where she was seconded from her training responsibilities to a dedicated regional team supporting Caribbean governments with the sourcing and **delivery of essential PPE and medical equipment across multiple Caribbean nations**.

Beyond her project work, Jane serves as a **Non-Executive Director of the Caribbean Council**, a respected nonprofit that promotes responsible international business and investment in the Caribbean and Central America. Her role reflects her **long-standing commitment to ethical development and regional advancement**.



MARLON MARTIN

MANAGING PARTNER

PROCUREMENT EXPERT | STRATEGIC SOURCING
LECTURER | DEVELOPMENT SECTOR SPECIALIST

Marlon is a highly respected procurement expert with **over 20 years of experience driving procurement reform and excellence across public and private sectors** within the development context. His career reflects a deep commitment to **improving efficiency, transparency, and accountability** in procurement systems globally.

Marlon has provided expert guidance to **governments, international development agencies, and private organisations**, supporting procurement modernisation at both **national and sub-national levels**. His work has led to **improved policy frameworks, streamlined acquisition processes, and measurable cost savings**, all while ensuring alignment with international best practices and ethical standards.

His global impact is underscored by his contributions to **large-scale humanitarian and development projects**. Marlon has played a pivotal role in ensuring that these initiatives meet the **highest standards of compliance, efficiency, and ethical sourcing**. His ability to manage complex supply chains, navigate cross-cultural environments, and address logistical challenges has directly contributed to **successful project outcomes that benefit vulnerable societies worldwide**.

In addition to advisory roles, Marlon is a **recognised leader in procurement operations**, having led full-cycle procurement initiatives from **design through to implementation**. His collaborative leadership style ensures all stakeholders work toward **shared goals,**

fostering ownership, alignment, and operational effectiveness.

A cornerstone of his work is **capacity building**. Marlon has **designed and delivered training programs** that equip individuals and institutions with essential procurement skills—from **foundational principles to advanced areas** like **contract negotiation, risk management, and ethical sourcing**. He is also a **dedicated mentor**, having supported many emerging professionals in building successful careers in procurement.

Marlon's practical experience is matched by academic excellence. He has been directly involved in **regional procurement reform** and currently serves as an **Adjunct Lecturer in Strategic Sourcing at the University of the West Indies (UWI), Jamaica**, where he imparts **cutting-edge knowledge to future procurement professionals**.

He holds an **International Master's Degree in Public Procurement Management (IMPPM)** from the **University of Rome Tor Vergata**, where he specialised in **supplier development and procurement errors**. He also holds a **BSc in Operations Management from UWI** and an **Executive MBA from the University of the Commonwealth Caribbean (UCC)**.

Marlon's unique blend of practical experience, academic rigor, and passion for mentorship, positions him as a transformative leader in the global procurement landscape.



WILL HALL

DIRECTOR

SENIOR GRAPHIC DESIGNER
& MARKETING SPECIALIST

Will is a highly accomplished **Graphic Designer and Marketing professional with over 20 years of multi-sector experience.** His career has been defined by his ability to drive business growth through **creative, strategic, and innovative design solutions** across **product development, sales, and marketing.**

Will has played a pivotal role in supporting companies at every stage of their growth journey. His work spans the creation of **impactful sales materials, engaging learning aids, new product development, and the design and rollout of compelling brand identities.** His holistic approach ensures consistency and effectiveness across all touchpoints, enhancing both customer experience and business outcomes.

A key strength of Will's practice is his **commitment to innovation.** He actively incorporates the latest technologies, tools, and design trends into his work, ensuring his solutions are not only current but also forward-thinking. His attention to evolving industry standards keeps his work **relevant, visually engaging, and strategically aligned with client goals.**

As an experienced designer, Will has also demonstrated **strong leadership and mentoring capabilities.** He has guided junior team members,

sharing both technical skills and strategic insights to help **shape the next generation of creative professionals.** His collaborative and empowering approach contributes to high-performing teams that deliver exceptional value to clients.

Will's work is distinguished by its **clarity, creativity, and commercial impact.** Whether developing a new brand from the ground up, designing user-focused marketing collateral, or creating training tools that engage and inform, he brings a rare combination of **artistic flair and business acumen** to every project.

His experience spans a **wide range of sectors,** equipping him with the versatility and insight to understand different audience needs, brand challenges, and market dynamics. This adaptability, paired with his **technical expertise and leadership,** makes him a **trusted partner for organisations looking to grow, evolve, and differentiate themselves in competitive markets.**

Will Hall continues to stand out as a **forward-thinking design and marketing professional** who not only **delivers high-quality creative work but also actively contributes to team growth and client success.**



ROSELYN OPEL

PROCUREMENT EXPERT

PROCUREMENT & SUPPLY CHAIN
LEADER | HUMANITARIAN &
DEVELOPMENT SPECIALIST

Roselyn is a seasoned procurement and supply chain expert with **nearly 30 years of international experience across development and humanitarian sectors**. She is widely recognized for transforming procurement systems in small states and fragile contexts, particularly through pooled procurement mechanisms.

As **Head of a US\$35 million annual pooled procurement portfolio for the 11 OECS Member States**, Roselyn led the modernization of the **OECS Pharmaceutical Procurement Service** into a regional platform covering **medicines, diagnostics, and other critical supplies**. She also expanded **pooled procurement into energy, education, agriculture, and emergency response**—driving affordability, access, and resilience across the region.

Roselyn champions **digital transformation and institutional capacity building**, having conceptualized a **Centre of Excellence in Procurement** to professionalize and harmonize practices. She has **mentored professionals and strengthened national systems** to deliver greater impact.

Her **humanitarian work** includes senior roles with **World Vision, Save the Children, Alight, and Marie Stopes**, managing **emergency supply chains in East Africa**. She has also worked with the **World Bank, PAHO, UNICEF, USAID, and the Global Fund**, supporting procurement reforms and donor-funded programs in **Africa, the Caribbean, and beyond**.



DR HECTOR MARTIN

ENGINEERING EXPERT

SENIOR LECTURER &
INFRASTRUCTURE SPECIALIST

Dr. Martin is a **Lecturer at Queen's University Belfast** with over **15 years of experience in higher education**. He has served in various academic and leadership roles, including **Senior Lecturer, Acting Head of Department, Programme Director, External Examiner, and Editorial Board Member for Nature – Scientific Reports**. His scholarly output includes **over 65 peer-reviewed publications** presented at international journals and conferences, with a focus on global and Caribbean challenges in the built environment.

Dr. Hector's research interests span **construction project management, health and safety, sustainability, and engineering education**. He is committed to advancing knowledge and practice in these areas through

both academic inquiry and industry collaboration.

He is the **Co-founder and former Technical Director of Morain & Martin LLC**, where he led multi-disciplinary teams and developed technical strategies for diverse public and private sector clients.

Dr. Hector holds a **PhD in Construction Management** and is a **Certified Project Management Professional (PMP)**, a **Chartered Engineer in the UK**, and a **Registered Engineer in Trinidad and Tobago**. He is also a **Fellow of the Higher Education Academy** and a **member of ASCE and ICE**.



ELINOR NIPPARD

PROCUREMENT EXPERT

SENIOR PUBLIC PROCUREMENT SPECIALIST & CAPACITY DEVELOPMENT LEADER

Elinor is a respected public procurement expert with **over 25 years of experience**, distinguished by her deep expertise in the **legal and regulatory frameworks governing public procurement**. She has led transformative reform initiatives that streamline operations, enhance transparency, and foster accountability across diverse contexts.

Her work centers on **procurement, reform and capacity development**, equipping individuals and organisations with the skills to navigate complex procurement processes effectively. An advocate for sustainable procurement, Elinor champions **environmentally and socially responsible practices within the public sector**.

Elinor's extensive career spans multiple countries, including **Uganda, Eswatini, Dominica, Zambia, Zimbabwe, Malawi, Botswana, Ethiopia, Tanzania,**

Ghana, the Maldives, Barbados, and Afghanistan. In these regions, she has drafted and refined procurement legislation, developed regulations and operational manuals, and created standardised bidding documents to ensure fairness and efficiency.

Her expertise is highly sought by international organisations. She has delivered specialised training for the **African Development Bank**, supporting improved procurement practices among member countries, and played a key role in updating procurement manuals for **UNICEF** and the **Organisation of East Caribbean States**.

Since 2021, Elinor has served as **Programme Manager** for a **Sida-funded Global Capacity Development Programme on Sustainable Public Procurement**. Elinor led an international team working across **12 countries in Africa, Latin America, and Eastern Europe**.



EDGARDO PERA

PROCUREMENT EXPERT

SENIOR PUBLIC PROCUREMENT & INFRASTRUCTURE SPECIALIST

Edgardo is a highly accomplished **civil engineer and public procurement expert** with **over 30 years of experience**, specialising in the procurement of civil works, goods, and consulting services.

A fully registered civil engineer, Edgardo's hands-on experience spans the full lifecycle of public procurement—from **planning and bidding to contract management and project delivery**.

He has played key roles in projects across a broad array of sectors, including:

Natural Resources – supporting the sustainable development of critical environmental assets.

Power and Energy – addressing infrastructure and energy needs.

Water and Wastewater – improving public health and sanitation.

Health – facilitating the procurement of essential equipment and services.

Highways and Roads – managing large-scale infrastructure construction and rehabilitation.

Edgardo is also a **Certified PPP Professional – Foundation (CP3F)**, having earned the certification from **APMG International** in October 2019. This credential highlights his expertise in Public-Private Partnerships, a critical mechanism for the delivery and financing of infrastructure in the public sector.

In addition to his operational roles, Edgardo is a **globally recognised trainer in Works Procurement and Contract Management**, sharing his deep knowledge with peers and helping to build capacity within the profession. His leadership, technical proficiency, and commitment to best practices continue to make him a trusted advisor and valuable contributor to procurement and infrastructure initiatives across the globe.



DR ASTRID THYGESEN

PROCUREMENT & SUPPLY CHAIN EXPERT

SENIOR LECTURER & REFORM
SPECIALIST

Astrid is a Public Procurement Adviser with over **24 years of experience supporting governments across Africa and Asia** in strengthening procurement systems. Her expertise includes **procurement strategy, legal frameworks, risk management, audits, and capacity building.**

Astrid has led major procurement system assessments, including a 2018–2019 research project with CIPS on **healthcare procurement in South Africa, Kenya, and Nigeria.** From 2017 to 2024, Astrid was the **Procurement Risk Management Lead for the pooled donor support to Nepal's Ministry of Health,** overseeing procurement of medicines, medical equipment, and hospital retrofitting.

Astrid has extensive experience in **capacity development.** She has led training and institutional support in **Ethiopia, Montserrat, Eswatini,**

Malawi, and Zimbabwe, focusing on **training needs assessments, curriculum development, certification programmes, and Training-of-Trainers (ToT).** In **Zimbabwe,** she led Phase II of the **Public Procurement Modernization Project,** delivering ToT workshops and advanced procurement training for the **Procurement Regulatory Authority Zimbabwe (PRAZ).**

Recently, she served as **Lead Technical Mentor for a Sustainable Public Procurement (SPP)** programme supporting six African countries in drafting SPP policies and delivering national training programmes.

Astrid holds a **PhD in Business & Management,** with a focus on organisational buying behaviour and risk mitigation, and an **MBA from Copenhagen Business School.**



SARAH GOLDSMITH

PROCUREMENT EXPERT

SENIOR SUPPLY CHAIN &
PROCUREMENT SPECIALIST |
GLOBAL HEALTH EXPERT

Sarah brings over **30 years of experience in procurement and international supply chain management,** with a strong focus on **global health.** Throughout her career, she has been deeply committed to **advancing maternal and child healthcare initiatives** by developing and implementing **strategic procurement solutions tailored to diverse donor requirements** and aligned with international standards.

Her expertise lies in crafting comprehensive procurement strategies that effectively support **complex health programs, managing financial resources with precision and accountability, and ensuring strict compliance** with regulatory frameworks. Sarah has led high-profile procurement projects, notably overseeing the **procurement of essential personal protective**

equipment (PPE) during the **COVID-19** response and managing **pharmaceutical and medical supplies** under the **Health Pooled Fund** in **South Sudan.**

Sarah's international career spans multiple countries, including **Ghana, Kenya, Japan, Nigeria, Sri Lanka, and Tanzania.** Her extensive global experience has equipped her with a deep understanding of diverse logistical challenges and cultural nuances, enhancing her ability to deliver tailored supply chain solutions that improve healthcare accessibility for underserved populations.

Sarah is certified as an **expert in drug supply management for primary healthcare,** equipping her with specialised skills critical for managing **pharmaceutical supply chains in healthcare settings.**



LOUISA BARE

PROCUREMENT EXPERT

SENIOR PROCUREMENT LEADER |
SUPPLY CHAIN & PROJECT
MANAGEMENT EXPERT

Louisa is a highly accomplished procurement leader with **over 30 years of experience** driving exceptional outcomes across **strategic procurement, supply chain management, and project leadership**. She excels in designing and implementing efficient, streamlined operational processes that underpin organisational success, especially in **complex, large-scale global projects** requiring precise coordination and oversight.

Louisa authored **Procurement Operational Policies for Crown Agents and Genesis Procurement Services**, foundational documents that have **shaped procurement practices** within these organisations. She also spearheaded **comprehensive staff training programs** to equip teams with the skills needed for navigating

procurement complexities and regulatory requirements.

Louisa has specialised expertise in **health sector procurement**, managing sensitive projects involving **pharmaceuticals, antiretroviral drugs, reproductive health commodities, and advanced medical and laboratory equipment**. Her work is supported by major donors such as the **Foreign, Commonwealth & Development Office (FCDO)**, **European Union (EU)**, **Global Fund**, and others, often in collaboration with **Ministries of Health** across various countries.

Her experience includes **leading critical procurements during crises, such as emergency medical supply deliveries to Ukraine, COVID-19 and Ebola response equipment**, and vital medical provisions for **Zimbabwe's Ministry of Health and NatPharm**.



GRACIA MLAZIE

SENIOR PROCUREMENT & CONTRACTS SPECIALIST

LEGAL ADVISOR |
EMERGENCY RESPONSE
CONSULTANT

Gracia is a seasoned procurement and contracts professional with **over 15 years of experience** leading complex acquisitions, emergency logistics, and legal oversight across **defence, health, and regional development sectors**. Her career includes senior roles with the **Botswana Defence Force, Ministry of Defence and Security, and the SADC Malaria Elimination Eight Secretariat**, where she has delivered results in high-pressure and humanitarian contexts.

Gracia's expertise spans **public sector procurement** of goods, services, and works, including **emergency sourcing** for security and health operations. She has managed rapid procurement interventions for **Botswana's Police, Prison, and Defence Forces**, and coordinated regional responses to the COVID-19 pandemic, insurgency

operations, and malaria crises. Skilled in **framework contracting, contingency planning, and supplier mobilisation**, she ensures compliance with both national and donor regulations.

Gracia holds a **Master's in Mercantile Law** and is pursuing a **Master's in Public Procurement Policy and Regulation**, both from the University of Stellenbosch. Her professional credentials include certifications from **Harvard Law School, the World Bank, and UNDP/CIPS**.

Through Penda Consulting and Development, Gracia now provides advisory services in **emergency response, donor-funded procurement, and legal governance**, driven by her passion for resilient systems and institutional capacity building.

PROCUREMENT

ELEVATING YOUR OPERATIONS THROUGH STRATEGIC PARTNERSHIP

Grounded in our core principles of innovation, operational excellence, and unwavering integrity, we are dedicated to empowering your procurement, supply chain, and modernization efforts. Our goal is to drive organizational growth, streamline operations, and create meaningful, lasting contributions to the communities you serve.

Every engagement is approached with strategic vision, diligent execution, and a firm commitment to achieving your strategic objectives.

PROCUREMENT SOLUTIONS

Strategic Sourcing & Category Management

We maximise value and minimise risk by developing sophisticated sourcing strategies and tailored category management plans. Through in-depth market analysis and supplier insights, we help you unlock opportunities for efficiency, innovation, and long-term value.

CONTRACT MANAGEMENT & OPTIMISATION

We provide expert support in structuring, negotiating, and managing contracts. From identifying underperforming agreements to implementing strong governance frameworks, we ensure every contract delivers maximum value and mitigates legal and financial risks.

SUPPLIER RELATIONSHIP MANAGEMENT

We help you build ethical, collaborative, and high-performing supplier relationships. Our approach includes rigorous selection processes, performance management systems, and ethical sourcing strategies that drive innovation and mutual benefit.

SUPPLY CHAIN OPTIMISATION

Supply Chain Strategy & Design

We design agile, resilient, and cost-effective supply chains that align with your business goals. From network design to inventory management, our strategies ensure long-term operational sustainability.

RISK MANAGEMENT & RESILIENCE

We identify and mitigate risks across the supply chain—whether geopolitical, environmental, or operational. Our contingency planning and proactive strategies ensure your supply chain remains uninterrupted and secure.

SUSTAINABLE SUPPLY CHAINS

We integrate ESG principles into your supply chain, including carbon footprint reduction, ethical labor practices, and circular economy models—balancing sustainability with performance.

PROCUREMENT MODERNISATION

Readiness Assessments & Gap Analysis

We conduct comprehensive assessments to evaluate your current procurement landscape, identify opportunities, and provide clear, actionable roadmaps for improvement.

REGULATORY COMPLIANCE & IMPLEMENTATION

We support the design and implementation of procurement policies that ensure full compliance with national and international regulations, while maintaining operational agility.

PROCESS RE-ENGINEERING

We streamline procurement workflows, introduce automation, and enhance collaboration—driving agility, speed, and accuracy across your operations.

DIGITAL TRANSFORMATION & TECHNOLOGY IMPLEMENTATION

We help you harness the power of modern procurement technologies—eProcurement platforms, Source-to-Pay systems, and automation tools—ensuring seamless integration and measurable ROI.

TRAINING & CAPACITY BUILDING

Our tailored training programs equip your team with modern procurement tools, regulatory insights, and best practices to thrive in an evolving procurement landscape.

CHANGE MANAGEMENT & ADOPTION

We lead transformation initiatives with robust change management strategies that drive adoption, minimise resistance, and embed a culture of continuous improvement.

With a comprehensive, forward-thinking approach, we ensure your procurement and supply chain transformation is not just operational—but strategic, sustainable, and impactful.

ENGINEERING

DRIVING DEVELOPMENT THROUGH INNOVATION AND EXPERTISE

We deliver a comprehensive range of engineering services to support the development, construction, and maintenance of physical systems and infrastructure. Applying the latest engineering principles and industry best practices, we bring deep technical expertise and strategic insight to every engagement.

Our services are designed to meet both technical demands and the human-centric challenges of engineering projects, including business process reengineering, design, marketing, and business development. We are uniquely positioned to support your organisation across every stage of development.

OUR ENGINEERING SERVICES:

CONSULTING

We provide expert advice on complex technical challenges, feasibility studies, and project planning.

OUR CONSULTANTS DELIVER:

In-depth technical analysis and recommendations grounded in engineering science

Comprehensive feasibility studies addressing economic, legal, operational, and scheduling viability

Strategic planning support, including resource allocation, risk management, and timeline development

Our goal is to equip clients with actionable insights that guide effective decision-making and ensure project success.

DESIGN & DEVELOPMENT

We create detailed plans, specifications, and prototypes for structures, systems, and products.

Our team integrates creative thinking with engineering precision to deliver functional, efficient, and future-ready designs.

PROJECT MANAGEMENT

We manage engineering projects from concept to completion—ensuring delivery on time, within budget, and in full compliance with technical and regulatory standards.

TESTING & ANALYSIS

We conduct simulations, experiments, and performance evaluations to validate the reliability, efficiency, and safety of engineering solutions—prioritizing quality and regulatory compliance.

MAINTENANCE & SUPPORT

We provide ongoing technical support and maintenance for infrastructure and systems, ensuring sustained performance, longevity, and reliability.

AREAS OF ENGINEERING EXPERTISE

Civil Engineering – Roads, bridges, buildings, and public infrastructure

Mechanical Engineering – Machinery, equipment, and industrial systems

Electrical Engineering – Power systems, electrical design, and controls

Chemical Engineering – Process design, materials development, and manufacturing

Software Engineering – Design, development, and maintenance of software systems

KEY CHARACTERISTICS OF OUR ENGINEERING APPROACH

Specialised Expertise – Delivered by qualified, experienced engineers

Technical Complexity – Tackling challenges with innovative, effective solutions

Problem Solving – Engineering tailored, outcome-driven results

Innovation-Driven – Pushing the boundaries of what's possible

Commitment to Quality & Safety – Ensuring robust, reliable, and compliant outcomes

Whether you're launching a new infrastructure project, reengineering existing systems, or navigating complex technical challenges, we bring the skills and insight to drive your success.

DATA ANALYSIS

TRANSFORMING DATA INTO INSIGHTFUL, ACTIONABLE INTELLIGENCE

We offer tailored data analysis services that help organisations unlock the full value of their procurement data—regardless of its format or source. Through careful data cleaning, transformation, and analysis, we uncover valuable insights that support informed decision-making, performance improvement, and strategic planning.

WHAT WE DO

We turn raw data into actionable intelligence by:

- Extracting Key Information
- Identifying patterns, trends, and relationships hidden within large or complex datasets.
- Supporting Informed Decisions
- Equipping leaders with the data-driven insights they need to make smarter, faster, and more confident decisions.
- Enhancing Organisational Understanding
- Helping teams see the bigger picture through data visualisation, summarisation, and reporting.

Key Stages of Our Data Analysis Process

- Data Collection
- Gathering raw procurement and operational data from multiple sources.
- Data Cleaning
- Removing inaccuracies, inconsistencies, and duplicates to ensure data integrity.
- Data Transformation
- Structuring and converting data into usable formats for meaningful analysis.
- Data Modelling
- Applying statistical, mathematical, or logical techniques to uncover relationships and test assumptions.
- Interpretation & Reporting
- Presenting clear, actionable insights through dashboards, reports, and visualisations tailored to your audience.

Techniques We Use

- Descriptive Statistics – Summarising data with metrics like mean, median, mode, and standard deviation
- Exploratory Data Analysis (EDA) – Discovering patterns, correlations, and anomalies in data
- Confirmatory Data Analysis (CDA) – Testing hypotheses and validating assumptions
- Data Mining – Using advanced algorithms to identify trends and hidden structures in large datasets
- Business Intelligence (BI) – Aggregating and analysing business data for strategic decision-making

Why It Matters

- Cross-Industry Relevance
- Data analysis is a vital tool across sectors—from procurement and healthcare to finance, retail, and government.
- Better Decisions, Faster
- Gain a competitive edge by responding to real-time data and predictive insights.
- Future-Ready Operations
- Identify inefficiencies, forecast risks, and plan confidently using data-backed evidence.

In essence, data analysis empowers your organisation to uncover hidden value, improve performance, and make smarter, evidence-based decisions.

TESTIMONIALS

"Jane has a rare ability to convert strategic intent into delivered programmes consistently exceeding expectations for quality, cost and speed. Jane can work across the client spectrum dealing with Prime Ministers and senior civil servants along with contractors and private sector CEO's. Her particular skill is connecting people, working across governments in a region to see where collaboration and knowledge transfer can bring tangible long-term impact and growth. I have always found her to be hard working, resilient, proactive and a joy to have on any team".

Fergus Drake OBE, former CEO of Crown Agents Ltd

"Jane has been a huge asset to the Caribbean Council in her non-executive director role. She guided us through a strategic rethink of our marketing and sales processes and offered very valuable practical advice and assistance in areas including recruitment, brand messaging and value proposition, and negotiation with key clients including the UK Government. Jane brings to our Board an important business development focus and is supportive whilst offering constructive challenge, a fresh perspective, and original ideas. We are very fortunate to have her on our Board and thankful to her for her time and commitment".

Chris Bennett, MD of the Caribbean Council

"Throughout the consultancy, Mr. Martin demonstrated a high level of professionalism, technical expertise, and strategic insight. His deliverables, most notably the Diagnostic Assessment Report and Action Plan for Warehouse Management Improvement, were thorough, evidence-based, and directly aligned with international best practices such as ISO 9001, ISO 45001, and public procurement frameworks including those of the World Bank, IDB, and UNCITRAL. He successfully conducted extensive stakeholder consultations and benchmarked operations against other regional entities such as Barbados' Central Purchasing Unit. These efforts contributed to well-structured recommendations, covering procurement governance, SOP development, inventory control, technology integration (including Oracle ERP readiness), and capacity building".

Derise Williams Procurement Specialist, The Bahamas Inter-American Development Bank (IDB)

"Operationally, Mr. Martin has led compliance efforts to achieve 100% adherence to government procurement regulations. Strategically, he has contributed to national initiatives such as the public procurement reform efforts in Jamaica through review of the public procurement manual and the legislation. Additionally, he supported the Ministry of Finance through user acceptance testing of the Electronic Government Procurement (eGP) platform".

Andrei Bennett (Mr.) Chief Public Procurement Policy Officer for Financial Secretary





**WE PROMISE
WE DELIVER
WE EXCEED**



PENDA
CONSULTING & DEVELOPMENT

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