



SIDAC

SOMALI INSTITUTE FOR
DEVELOPMENT AND CHANGE

— PEOPLE • KNOWLEDGE • LASTING CHANGE —

INSTITUTIONAL PROFILE / 2026

PEOPLE. KNOWLEDGE. LASTING CHANGE.



Somali Institute for Development and Change



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Somali-led. Evidence-led.

AI-generated illustrative portrait; not a SIDAC staff member.

SIDAC is a Somali-led development, research, training and policy institution. Its purpose is to strengthen leadership, improve institutional performance and support communities to lead their own development.

The Institute brings research, professional learning, dialogue, advisory services and programme support into one institutional model. It connects useful evidence with practical implementation, combining national insight with relevant regional and international practice.

Independent and non-partisan, SIDAC is committed to solutions shaped by Somali realities, informed by evidence, delivered with integrity and sustained through local ownership.

Policy & Practice

Somalia's development requires capable institutions, ethical leadership, informed policy, skilled professionals, social trust and local ownership.



Organisations must respond to resource constraints, rapid demographic growth, urbanisation, unemployment, displacement, climate shocks and changing technology. These pressures are connected; institutional responses need to be connected too.

SIDAC was conceived to help close this gap: research informs decisions, training builds competence, dialogue strengthens cooperation and programmes respond to identified priorities.

A shared future.

VISION

A peaceful, inclusive, capable and prosperous Somalia where people and institutions lead sustainable development and positive change.

MISSION

To strengthen leadership, institutions, policies and communities through research, capacity development, innovation, dialogue and practical development solutions.

Values

PRINCIPLES, PUT INTO PRACTICE.

01

Integrity

Act honestly, protect public trust and apply clear ethical standards.

02

Accountability

Take responsibility for resources, decisions, conduct and results.

03

Inclusion

Enable meaningful participation across gender, age, location, ability and social background.

04

Evidence

Base recommendations and programmes on credible information and learning.

05

Innovation

Test practical ideas and improve them through feedback and evidence.

06

Collaboration

Build respectful partnerships and shared ownership.

07

Local ownership

Support Somali-led priorities, capacity, institutions and solutions.

08

Excellence

Maintain professional standards and seek continuous improvement.

Connected progress.

Six goals.
One direction.

01

Strong leadership and institutions

Ethical leaders, better governance, stronger management, effective systems and responsive services.

02

Better evidence and policy

Applied research, useful data, policy dialogue and findings translated into action.

03

Inclusive human development

Education, skills, employment pathways and opportunity for youth, women and marginalised groups.

04

Peaceful and resilient communities

Social cohesion, conflict sensitivity, climate adaptation and community resilience.

05

Innovation for development

Digital inclusion, responsible technology, data systems and scalable local solutions.

06

Sustainable institutional growth

Governance, people, partnerships, funding, quality systems and public credibility.

Planning follows assessed needs, national development directions and feasibility. Annual plans translate strategy into funded activities, owners and targets.



Knowledge in action.

Nine themes.
Six service lines.
One connected institutional offer.

Shared purpose.

SIDAC's research, training and programme focus spans nine interconnected areas.

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Better decisions.



01 Leadership and governance

Leadership development, public administration, ethics and accountability; citizen engagement, decentralisation, policy implementation and responsive service delivery.

02 Institutional development

Organisational assessment, strategic planning, policies and procedures; human resources, performance management, change management and board development.

03 Research and policy analysis

Applied studies, assessments, surveys and data analysis; policy briefs, knowledge products, public dialogue and the translation of evidence into practice.



YOUTH / WOMEN / SKILLS

Opportunity, made practical.

04

Youth and women empowerment

Leadership, civic participation, entrepreneurship, employability, mentorship, protection, access to opportunity and representation.

05

Education and skills development

Teacher and institutional capacity, workforce skills, professional development, digital literacy, entrepreneurship and lifelong learning.

Build trust. Enable solutions.



06

Peacebuilding and social cohesion

Dialogue, conflict analysis, mediation capacity, community reconciliation, civic trust, prevention and do-no-harm practice.



07

Innovation and digital transformation

Responsible artificial intelligence, service innovation, digital inclusion, data use and technology for social impact can strengthen access, services and local problem-solving.



08

Climate resilience and sustainable development

Adaptation, urban resilience, natural-resource awareness, livelihoods, disaster-risk reduction and community-led environmental action.

09

Climate change

Risk and vulnerability analysis, low-carbon awareness, adaptation planning and climate-informed policy advocacy for communities and institutions.

Learn. Investigate. Convene.



01 Training and capacity building

Short courses, workshops, executive programmes, coaching and customised institutional learning.

Learning begins with needs assessment and is designed to end with practical application and follow-up.



02 Research, assessments and publications

Independent and commissioned research; baselines, endlines, needs and perception studies, political-economy and conflict analysis, feasibility studies and evaluation.

Formats include reports, briefs, dashboards, public events and accessible summaries.



03 Policy dialogue and advocacy

Forums connecting policymakers, practitioners, researchers, communities, youth, women and business.

The approach supports evidence-informed advocacy while preserving independence and non-partisanship.

Design. Strengthen. Connect.

04

Organisational development and advisory

Assess performance, clarify strategy, design structures, strengthen policies, improve workflows, develop staff and manage change. Assignments use agreed scopes, milestones, quality checks and handover plans.

05

Project design and management

Problem analysis, theory of change, proposal development, budgeting, implementation planning, risk management, partnership design, reporting, close-out and learning.

06

Conferences, forums and learning events

Conferences, policy roundtables, innovation challenges, public lectures, leadership forums and practitioner learning exchanges.

TRAINING SCOPE

Leadership and management; governance, ethics and accountability; project and programme management; MEAL; research and data analysis; policy and advocacy; communication, facilitation and negotiation; digital skills and responsible technology.



Participation with purpose.

Public institutions

Federal, state and local institutions.

Learning communities

Universities, schools, researchers, students and training institutions.

Business

Private-sector organisations and networks.

Development partners

Donors, international development and humanitarian actors.

Civil society

Community organisations and professional associations.

Youth and women

Entrepreneurs and emerging leaders.

Underserved communities

Displaced people, returnees, persons with disabilities and rural populations.

Public-interest platforms

Media and cultural institutions.

GEOGRAPHIC INTENTION

SIDAC intends to work across Somalia through partnerships, field networks and programme offices where required. Selection considers need, access, security, demand, feasibility and potential impact.

Listen. Design. Deliver. Learn.



01

Assess

Needs, context, stakeholders, risks and available evidence.

02

Co-design

The response, expected results, inclusion measures and learning plan.

03

Plan

Activities, resources, responsibilities, safeguards and monitoring.

04

Implement

Active coordination, quality assurance and feedback channels.

05

Measure

Progress, outcomes, value and unintended effects.

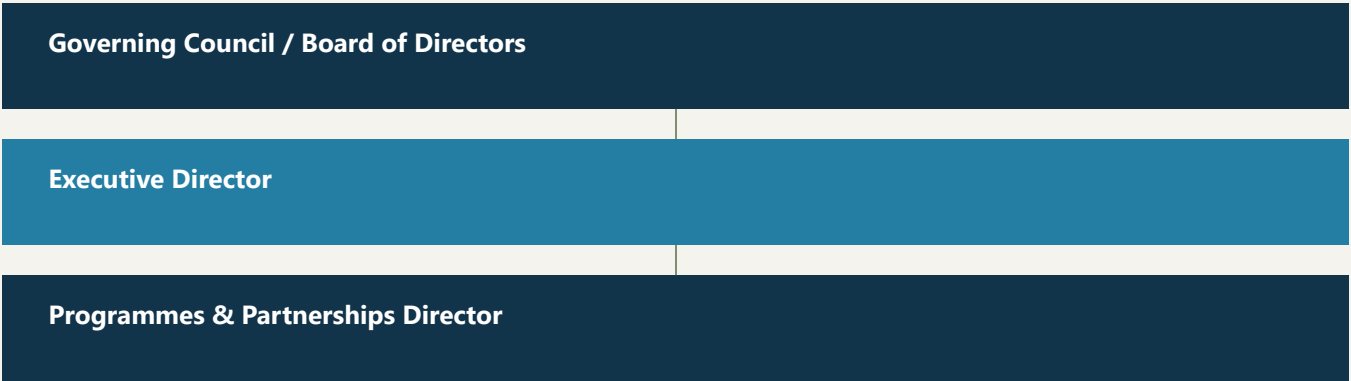
06

Learn

Adapt, document, communicate and support handover or scale.

Oversight. Responsibility.

SIDAC’s proposed structure separates strategic oversight from day-to-day management. Final titles and reporting lines will reflect registration, scale, funding and the approved human-resource structure.



Operational units: Research and policy / Training and institutional development / Programmes and community engagement / MEAL and quality / Finance, administration and HR / Communications, knowledge and digital innovation

Board / Governing Council

Strategy, institutional policy, fiduciary oversight, executive accountability, mission and independence.

Programmes and research

Programme design and delivery, research quality, policy engagement, technical support and knowledge products.

MEAL and quality

Results frameworks, monitoring, evaluation, accountability, learning, data quality and improvement.

Executive Director

Leadership, strategy execution, representation, partnerships, performance and compliance.

Operations and finance

Finance, procurement, administration, HR, logistics, compliance and internal controls.

Communications and partnerships

Public communication, stakeholder relations, resource mobilisation, events, publications and visibility.

Shared purpose.



Partnership combines knowledge, access, legitimacy, resources and delivery capacity. Selection will reflect mission alignment, ethical standards, complementary roles, value for stakeholders and manageable risk.

POTENTIAL COLLABORATORS

Government ministries, agencies, municipalities and public commissions.
Somali universities, research centres and training institutions.
Civil society and community-based organisations.
Business associations, technology providers and social enterprises.
UN agencies, international NGOs, foundations and bilateral partners.
Somali diaspora professionals and academic networks.
Media organisations and knowledge platforms.

EVERY FORMAL PARTNERSHIP

- 01 Purpose
- 02 Responsibilities
- 03 Decision process
- 04 Resource commitments
- 05 Data ownership
- 06 Safeguarding duties
- 07 Communication rules
- 08 Exit arrangements

MEAL

MONITORING, EVALUATION, ACCOUNTABILITY AND LEARNING

SIDAC will use a results-based MEAL system to demonstrate performance, strengthen accountability and improve decisions. Data will be proportionate, protected, quality-checked and used during implementation.

01	Theory of change	Explain how activities are expected to contribute to outcomes and impact.
02	Results framework	Define indicators, baselines, targets, sources, frequency and responsibilities.
03	Routine monitoring	Track delivery, participation, quality, inclusion, budget use and risk.
04	Feedback and complaints	Offer safe, accessible channels and documented response procedures.
05	Evaluation	Assess relevance, coherence, effectiveness, efficiency, impact and sustainability.
06	Learning	Review evidence, document lessons, adapt and share useful knowledge.
07	Reporting	Provide accurate, timely and audience-appropriate information.

ILLUSTRATIVE INDICATORS

Completion and diversity; application of skills; organisational practice; research use; stakeholder satisfaction; outcome and inclusion targets; partnership and funding diversity.

Trust is built through conduct.

01

Gender equality and social inclusion

Analyse barriers, set participation and leadership targets, collect disaggregated data, improve accessibility and involve underrepresented groups in decisions.

02

Safeguarding and protection

Maintain standards to prevent exploitation, abuse, harassment, child harm, retaliation and misconduct, with safe reporting and referral procedures.

03

Conflict sensitivity and do no harm

Use context analysis, impartial selection, inclusive engagement, risk monitoring and responsible communication to reduce unintended harm.

04

Data protection and research ethics

Seek informed consent, collect necessary data only, control access, protect confidentiality, assess risk and apply suitable ethical review.

05

Environmental responsibility

Consider environmental impacts in procurement, travel, events, facilities and programme design, and promote climate-aware solutions.

Capability first.

SIDAC's sustainability will depend on trusted governance, performance, diverse partnerships, skilled people, useful services and disciplined financial management. Growth will follow demonstrated capability.

01

Financial resilience

A balanced mix of grants, commissioned research, advisory services, training fees, memberships, sponsorships and partnerships, where legally appropriate.

02

People and expertise

A core team supported by qualified associates, fellows, trainers, researchers and diaspora experts.

03

Systems and compliance

Policies, controls, audits, risk registers, digital records and quality assurance.

04

Knowledge and reputation

Credible publications, results communication, independence and stakeholder feedback.

05

Programme continuity

Local ownership, institutional transfer, capacity retention and follow-on financing from the start.

06

Responsible scale

Test delivery models and confirm operational capacity before expanding thematic or geographic reach.

A lasting contribution.

01

Short-term results

Relevant knowledge, confidence and practical skills; improved plans, policies, tools, data and operating practices; timely Somali evidence and policy options; constructive dialogue and shared learning.

02

Medium-term outcomes

Improved leadership and institutional performance; policy and programmes responding to evidence and community priorities; stronger pathways for youth and women; better cooperation, resilience and problem-solving; useful digital and data practices.

03

Long-term contribution

Capable, accountable institutions and inclusive human development; stronger social cohesion, sustainable livelihoods and informed public policy.



**Somali Institute for
Development and Change**

Machadka Soomaaliyeed ee
Horumarinta iyo Isbeddelka

INSTITUTIONAL PROFILE / 2026

People. Knowledge. Lasting change.

A Somali-led platform for leadership, knowledge, institutional capacity and practical development solutions.

This profile presents SIDAC's institutional position and intended operating model. All photographs are AI-generated illustrations, not records of SIDAC activities, staff or projects.