



# COMPANY PROFILE

## 2025

# ABOUT **CADEV**

CaDev Catalyst Development Ltd is a Zambian social enterprise focused on localised innovation development, technical assistance and knowledge management. We support local people and organisations to unlock innovative solutions for sustainable and inclusive growth and development. We strengthen local capacities for designing innovative ways to successfully capitalise on local ideas. We help locals become a highly valued resource for private, public and non-profit organisations that invest in innovative ventures in-country.

Apart from facilitating local innovation, CaDev itself generates innovation. Through its own experience, CaDev deeply understands the innovative capacity needs of local people and local organizations that are key to seizing opportunities for growth and development on the growing African continent.

Our technical expertise and focus stretch from agribusiness development, WASH and public health to sustainable mining and education & training, and cross-cutting themes of gender, youth and climate change.



# VISION

The leading expert for unlocking local innovation in Africa

---

# MISSION

Building local innovative capacities

---

# VALUES

Equality, Inclusion, Participation, Innovation

# OUR PURPOSE

There is a dire need to strengthen locals and build on their major value: thorough knowledge and understanding of their own context. By strengthening them, locals will become more attractive and more highly valued by potential partners, better equipped to seize opportunities that the world offers and better able to promote sustainable growth and development using their embeddedness in their own environment.

Localisation is receiving more attention as seen by the push for local sourcing of agricultural produce, local procurement of mining services, hiring of expertise in-country, partnering with local businesses and involvement of local communities in the design and implementation of projects and business initiatives. But localisation is not an immediate outcome of this push. It is a journey that needs a facilitating partner. Both sides, local and international, need to find each other, build trust and create a breeding ground for collaboration. CaDev acts as a bridge between the two, offering an understanding of both the international and local context, the expertise to bring the two worlds together and the devotion to create synergies for a greater, lasting development impact.

## WHY GO LOCAL?

Local people and local organizations are often perceived to lack the competencies and innovations that multinational corporations and international organizations look for when investing in-country. Locals are therefore less likely to be picked for leading roles or as joint venture partners, as opposed to individuals and entities coming from abroad. Also, innovations are often brought in from elsewhere, rather than incubated and nurtured locally, based on local knowledge.

Most locals and local innovations thus miss out on investment or partnership opportunities offered by international businesses and non-profit organizations. Yet, they embody the local knowledge of development challenges and the know-how to solve them. They best understand socio-economic opportunities in a context that is not always understood well by players external to this context. As a result, solutions designed with local involvement go a long way.

By strengthening locals and unlocking their innovative capacities at all levels (knowledge, skills, tools and mindset), they and their innovations become a more attractive resource on a growing African continent that is increasingly competitive. From a sustainability point of view, in the long term, local players naturally take ownership of their own development agenda and are well-equipped to offer the best solutions for their own local challenges.



# OUR FOCUS

CaDev offers specific expertise in the following sectors:



Agribusiness



Water, Sanitation and Hygiene (WASH)



Climate Resilience



Public Health



And in the following cross-cutting areas and specializations:



Gender



Youth



Education & Training



Carbon Markets & Circularity



Organizational Development



MSME Business Development Services



Knowledge Management



Project Management



Monitoring & Evaluation





# OUR APPROACH

We build on existing knowledge and experiences in the local context to create a long-lasting impact in local individuals, organisations and communities. We carefully design and manage innovative approaches and capacity development programmes that place the ownership of local actors at the center stage.

The CaDev approach is based on on-the-ground-evidence and driven by data gathered from feasibility studies, market assessments, value chain analyses and due diligence exercises. Our tailor-made advisory and technical support services are based on thorough needs assessments of local people and businesses to ensure their needs and wants are met. CaDev's training and technical approaches help address commonly encountered challenges at individual, organisational and community level.



# OUR INNOVATIONS **CHANGE THE LANDSCAPE**

Without innovation, there is no progress. And without progress, there is no prosperity. CaDev embarks on the development of innovations to unlock growth opportunities for local individuals and organisations. These innovations are attuned to the local context as they offer a solution to a pressing socio-environmental problem and meet high demand in untapped markets. Anyone can access CaDev's innovations due to their easy-tech, low-cost nature. Also, once an innovation passes the proof-of-concept stage, it is easily scaled for a widespread impact through adoption by the wider population. CaDev's own expertise, partnerships with like-minded businesses and funding through own means as well as external sources, are instrumental to an innovation's successful market entry.

We run in-house production facilities of biochar, biocharcoal briquettes and faecal sludge building blocks. The production units double as demo-sites and training sites for interested would-be producers and users, whose interest and uptake is key to scaling of these green innovations.



# OUR TRACK RECORD

Since 2021, the CaDev team has performed the following activities in Zambia:



## **AGRIBUSINESS DEVELOPMENT / VALUE CHAIN STRENGTHENING**

- IDH Farmfit, managed by Griffin Services Ltd - BDS support (financial literacy training) to agri-cooperatives in maize, soya beans and sorghum value chains.
- Africa Agriculture Trade and Investment Fund (AATIF), managed by Common Fund for Commodities (CFC) - BDS support (business management training) to agri-cooperatives in the African Milling Ltd maize value chain.
- Sida - scoping of the agricultural sector for a new Sida-funded agri-MSME programme in Zambia.
- InfraCo - Due Diligence of an agribusiness investment in the ZambiaFresh Lusaka fresh produce market.
- Other - Assessment of agri-SME investment proposals on commercial viability and development impact; value chain analysis of specific value chains.



## **WATER, SANITATION AND HYGIENE (WASH)**

- GIZ - #LetsTalkPeriods Menstrual Hygiene awareness Social Media Campaign.
- GIZ - #Dance4WASH 'WaterProof' Project Social Media campaign.
- Plan International - Base-, Mid- and Endline study for WASH programmes.
- SNV - Innovative Behavioural Change Communication products and training.



## **SUSTAINABLE MINING**

- Barrick Lumwana Mine - Design of a Community Business Development Strategy
- Advanced Resilient Biocarbon (USA) - Identification of Joint Venture partners for the remediation of mining waste using biochar.



## **CLIMATE RESILIENCE**

- Prime Consulting International under the New Zealand Agricultural Greenhouse Gas Research Centre (NZAGRC) - Technical supervision of the Greenhouse Gas (GHG) Livestock Inventory Development project.
- AKTC German-Zambian Agricultural Knowledge and Training Centre - Biochar field trials on maize yields and field days to smallholder farmers.
- CaDev - Piloting of biochar production from agricultural waste in collaboration with smallholder farmers in Lusaka Province.
- CaDev- Piloting of Faecal Sludge produced building blocks in contributing to circularity in the sanitation sector.



## **CARBON MARKETS AND GREEN INNOVATION**

- Prospero - Design of a Carbon Finance Strategy for MSME project development.
- Barrick Lumwana mine - Performing a pre-feasibility study for a carbon project.
- CaDev - Training and scaling of green innovation SME and community projects.
- CaDev - Tailor-Made Advice to biocharcoal producers in quality control and process optimisation.





# OUR TRACK RECORD



## YOUTH

- CaDev - WASHpreneur pilot project, unlocking innovative ideas in WASH entrepreneurship for graduate plumbers and water engineers.
- CaDev - Child-Led WASH Project: Innovation WASH clubs and projects for school-going children.



## GENDER

- GIZ - Gender-Based Violence (GBV) Module Development and In-Service Training of Trainers and Pilot Training of Zambia Police Service (ZPS) in Gender concepts, communication strategies, stakeholder engagement and GBV case handling.
- Canadian High Commission in Zambia - Priorities setting and Stakeholder activity mapping of ZPS interventions in Gender and Peace building.
- Prime Consulting International under the New Zealand MFAT-funded Zambia Dairy Transformation Programme (ZDTP) - Gender assessments and reviews in the dairy and livestock sector.
- YWCA - Gender and GBV training for USAID funded Dreams service providers.



## MSME BUSINESS DEVELOPMENT SERVICES

- CaDev - Perform robustness checks on MSME investment proposals (commercial viability, financial soundness, development impact and scaling) for partners Green Fire, Baila Energy, Elich Green and Simply Sanitation.



## ORGANISATIONAL DEVELOPMENT

- GIZ - Strategic guidance and team building of 27 staff of the Food And Nutrition Security, Enhanced Resilience (FANSER) project.
- Multiple clients - Capacity needs assessment of a broad range of entities, such as MSMEs and farmer cooperatives.
- Multiple clients - Design of capacity development plans that integrate various training and advisory tools to address identified gaps.
- Multiple clients - Training of farmer cooperatives in strategic planning, governance, financial management and lobbying & advocacy.



## M&E

- GIZ - Annual M&E reporting for Nature Based Projects.
- GIZ - End-of-project Evaluation of the EU-funded Accelerate Water and Agricultural Resources Efficiency (AWARE) project.

# OUR SOLUTIONS

In close cooperation with you as client or partner, we shape tailor-made solutions and embed them within your strategies, programmes or projects. Our methodology goes beyond the mere application of innovation and capacity development methods. We ensure your target group is actively encouraged and empowered to co-develop and take ownership of solutions.

The starting point is a needs assessment at organizational or community level that takes into account the set objectives and requirements of your target group. Results of this assessment feed into a capacity development plan that is designed for a specific intervention period (3 months, 6 months, 1 year), which fits into multi-annual project periods. The plan outlines interventions targeted at the identified innovation needs and capacity gaps, describes clear roles and responsibilities for the actors involved and follows the Plan-Do-Check-Act (PDCA) cycle. The effects of the interventions are reflected on with client, partner and/or target group after every monitoring period and serve as input to a new capacity development plan.

As interventions, we use various innovation and capacity development methods ranging from training, workshops, expert advice, mentoring, innovation incubation, behavioural change communication strategies and knowledge exchange visits. To ensure ownership of the intervention and follow-up actions beyond the project period, we expect target groups to contribute to interventions by using resources available to them in an innovative way. In so doing, they understand that the achievement of desired results is possible using local, flexible approaches and does not solely depend on external resources and technologies.



# OUR EXPERTS

CaDev is composed of a core team of senior experts, which is complemented by a larger pool of carefully selected and vetted experts who provide technical support to short-term or long-term projects. Our core team and expert pool combine cross-sectoral knowledge from both the global and local arena and have an excellent understanding of the local context (culture, traditional leadership structures, market trends). Our core team and experts achieve outcomes based on local ownership, which instills effectiveness, sustainability and legitimacy as key factors in our activities.

In addition to our expertise, we continuously challenge others and ourselves to provide you with the best service possible. We consistently reflect on the quality of our work and explore new approaches to keep abreast of the needs and standards in a dynamic world.



# MEET OUR TEAM

## EXECUTIVE TEAM



### CEO

**Ms. Chaiwe M Sanderse, BSc MPH**

Expertise: WASH, Public Health, Climate Change, Gender and Youth, M&E, Strategic Planning, Knowledge Management, Training



### Program Manager

**Mr. Marnix Sanderse, MSc**

Expertise: Agribusiness, MSME Business Development Services, Market Systems Development, Grants Management, Carbon Markets

## SENIOR EXPERTS



### Organizational Development Specialist (Internal and External)

**Mr. Roland Ziegler, MSc**

Expertise: Programme Management, Relationship Building, Change Management



### Senior Gender Specialist

**Mrs. Delia Mwale Yerokun, BA. MA**

Expertise: Gender Programming and Mainstreaming, Gender Policy expert



### Senior IT and Data Governance Expert

**Mr. Paul Flanagan, BA**

Expertise: Data Specialist, Data Analysis, Data related Programming, Change management



### Senior Education Specialist

**Mr. Abraham Mushauko, BEd**

Expertise: Education Expert, WASH and Kidspreneurship

## PROJECT ASSOCIATES



**Phoeby Musonda, LLB**  
Gender and Law Expert



**Nyembezi Ncube, BEd**  
Project Associate



**Marvin Imolo, Bsc. PH**  
Public Health specialist



**Gift Nyambe, BEd**  
Gender and Civic Education Expert



**Felix Sinkala, BLiS**  
Communications Expert

# ORGANISATIONS WE HAVE WORKED WITH





# OUR PARTNERSHIPS FOR A RESILIENT FUTURE



sustainable  
sanitation  
alliance





# CONTACT US



+260 977 547 077



info@cadev.co.zm



www.cadev.co.zm



CaDev-Catalyst Development



CaDev\_Catalyst Development



1 Kaleya Road, Off Zambezi Road,  
Roma, Lusaka, ZAMBIA

---

 [www.cadev.co.zm](http://www.cadev.co.zm)