Soraya

Where vision meets strategy

Company profile and services overview

About us

Soraya Consulting is a Tanzania-based consultancy operating at the meeting point of workplace wellbeing, gender programming and multi-stakeholder convening. We help organisations design the conversations, programmes and gatherings that move things forward.

Our approach is grounded in thirteen years of professional experience across Tanzania and East Africa, and in one belief: meaningful change starts with the conversations we are brave enough to host.

Our practice areas

Workplace Wellbeing Advocacy and Awareness

Non-clinical, grounded in lived experience.

- Awareness campaigns
- Wellbeing talks and workshops
- Peer-led conversations
- Mental health first responder training for HR professionals
- Content development

Gender Audits and Programming

From stated intent to measurable change.

- Gender audits and analyses
- Mainstreaming strategy
- Programme design and accountability frameworks
- Training facilitation
- Policy review

Events and Convening

End-to-end design, curation and production.

- Concept and programming
- Speaker and participant curation
- Production management
- Sponsor coordination and registration
- Post-event content

Experience at a glance

13 years
in gender programming, women's leadership and convening across Tanzania and East Africa

USD 50,000+
in donor and corporate funding secured through proposals, sponsorship and partnerships

3 regions
Tabora, Simiyu and Dodoma, working directly with rural community stakeholders

Our lead consultant

Nancy Mtandika

Founder and Principal Consultant

Nancy brings thirteen years of professional experience in gender programming, women's leadership and multi-stakeholder convening across Tanzania and East Africa.

She has designed mentorship programmes, led institutional gender analyses, worked directly with rural communities and savings groups, and produced convenings for hundreds of senior delegates from across Africa, the Middle East and the diaspora. Clients work with Nancy directly, from the first conversation to the final report.

Credentials

- **Master of Arts in Social Work**
  Open University of Tanzania
- **Bachelor of Arts in Education**
  University of Dar es Salaam, 2009
- **GenderPro Capacity Building Programme**
  Global Women's Institute, George Washington University, 2024
- **Certified Project Management Specialist (CPMS)**
  WARD Academy, United Kingdom, 2023
- **Languages**
  English (fluent), Kiswahili (native)

How we work

1

A first conversation

Tell us what you are planning or what is not working. A short call shows whether we are the right fit.

2

A clear proposal

A scope, timeline and budget shaped around your organisation, not a template.

3

Delivery and follow-through

We work alongside your team and close with what changed, what we learned and what to do next.

Who we work with

Banks and financial services, telecoms and mobile money, development partners and UN agencies, diplomatic missions, business networks and associations, and large employers across East Africa.

Start a conversation

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Dar es Salaam, Tanzania
Serving clients across East Africa and the diaspora