

# CAPACITY STATEMENT

## About SPHERE

SPHERE Consulting is a Pakistan-based public health consulting firm established in 2012. We specialize in strengthening health systems through data-driven solutions, innovative service delivery models, and evidence-based policy support. While health sector consulting remains our core focus, since 2022 we have expanded our vision to incorporate education and environmental considerations into our projects, recognizing their direct and indirect links to human health. Our team’s multidisciplinary expertise and national presence (headquartered in Lahore with active regional offices in Islamabad, Multan and Karachi, and dormant offices in Peshawar and Quetta) enable us to serve clients and partners across all provinces of Pakistan.

# SPHERE

Services for Public Health, Environment, Research and Education

At SPHERE, we are guided by five key principles that drive our efforts towards better healthcare outcomes:

<b>Data driven insights</b>	<b>People-centric healthcare</b>	<b>Community development</b>
<b>Environmental impact acknowledgement</b>	<b>Humanitarian approaches</b>	

# Our Core Values

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Our core values govern our work at SPHERE. By adhering to these six core values, we can perform our work professionally, ethically, and inclusively. The following are our core values:

**Strong Teamwork**

**Cultural Sensitivity**

**Integrity Based Approach**

**Ingenuity and Excellence**

**Gender Equality and Social Inclusion**

**Innovations Centered on Community Needs**



All of our staff members are required to sign and adhere to essential UN conventions, including the Universal Declaration of Human Rights (UDHR), the Convention on the Rights of the Child (CRC), the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), and the Convention on the Rights of Persons with Disabilities (CRPD).



SPHERE is an environmentally-conscious organization with eco-friendly policies at its core. We conduct all of our work-related transactions electronically, eliminating the need for paper, and actively promote remote work as part of our commitment to sustainability.

## Promoting Sustainability



### 95%

We prioritize environmental responsibility by conducting 95% of work-related transactions electronically, minimizing paper usage.

### 80%

Additionally, 80% of our workforce operates remotely, reducing our carbon footprint.

## Core Focus and Expertise

### Public Health Systems & Policy

SPHERE supports governments and organizations with technical assistance in health policy, strategic planning, and operational management. We support in formulation of costed strategies, institutional reforms, and scalable service delivery models for public health, including human resource innovations like task-shifting and midwifery upskilling, as well as public-private partnerships to improve primary care. Our consultants participate in high-level forums, and our CEO advises on the Punjab Chief Minister's Health Advisory Committee to ensure alignment with national and provincial priorities.

### Immunization Program Strengthening

Immunization is a key area for SPHERE. The organization is currently implementing the Gavi-funded RISE immunization program in Punjab, reaching underserved children and supporting the introduction of the HPV vaccine. SPHERE provides analytical, monitoring, and operational support for immunization efforts, including evaluating vaccination data with UNICEF. We also aided in Punjab's "Reach Every Door" COVID-19 campaign. Through these projects, SPHERE has built strong expertise in immunization strategy, data management, and public-private delivery models.

## Maternal, Newborn & Child Health (MNCH)

SPHERE has extensive experience in maternal, newborn, and child health (MNCH). Key projects include an early childhood development pilot in Punjab, a nationwide training program for health managers, developing a midwifery career pathway with UNFPA, and a primary care quality assessment with Aga Khan University. These initiatives highlight SPHERE's strengths in MNCH program design, training, and monitoring.

## Disease Surveillance & Health Research

SPHERE has supported major health surveillance and research initiatives, such as leading field operations for the IBBS Round 6 HIV/Hepatitis study and conducting Maternal & Neonatal Death Surveillance reviews in Punjab. The team also performs evaluations and operational research, like a WHO-backed bottleneck analysis on family planning barriers, delivering evidence-based recommendations that shape government and donor programs.

## Digital Health & Innovations

SPHERE excels at integrating digital health solutions across its projects. The team has provided technical advice and hand-holding to HISDU for development and improvement in health information systems, such as EMR/HMIS for primary care, including new modules for family planning and training materials for staff. Our work supports data-driven decision-making, strengthens real-time reporting, and enhances surveillance and program management through innovative IT tools and dashboards.

# Track Record and Major Projects

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SPHERE's experience spans a broad range of successful projects in collaboration with government agencies, international donors, and development partners. Below we highlight some key projects and accomplishments that demonstrate our capacity in the health & development sector:

Project/ Initiative	Partners/ Funders	Key Activities	Role of SPHERE	Outcomes
Outsourcing of Primary Care Services in Punjab	Government of Punjab	Technical advice for Community Health Inspectors program design, Outsourcing of BHUs and RHCs as MNHCs and MNHs (Punjab)	Pro bono technical advisory role by SPHERE	Service quality improvements, increased patient load and primary care coverage, informed outsourcing strategy adjustments
Assessment of MNHCs	Government of Punjab, UNICEF	Assessment of MNHCs (Punjab)	Study design, data collection, analysis and report writing	Service quality improvements, increased patient load and primary care coverage, informed outsourcing strategy adjustments
Piloting Multi-Sectoral Approach to Issues in Early Childhood Development	Planning & Development Board, Punjab, JICA Pakistan	ECD related needs assessment, community led identification of needs, hiring of local organizations for implementation of multi-sectoral interventions for ECD	Program design, needs assessment, baseline and endline surveys, selection of sub-grantees, technical/ administrative / financial support and oversight to sub-grantees for effective implementation of ECD activities	Documentation of community-led initiatives that can lead to improvement and change at grass-root level for ECD; and implementation of the nurturing care framework to improve the lives of children
RISE (Routine Immunization Service Expansion) through PPP	Rahnuma-FPAP, Gavi, Mannion Daniels/ OPM	Deploy vaccination teams, community outreach, establishment of fixed sites, identify/ immunize zero-dose children, organize outreach camps, track defaulters, train vaccinators (Eight high-priority districts, Punjab)	Technical advice to Rahnuma-FPAP,  Establishment of 20 fixed EPI sites in Multan, Rajanpur & DG Khan, provision of 5 outreach vaccinators	Improved vaccination rates, enhanced community trust, strengthened implementation capabilities
SHINE- Strengthen Her through Immunization and Equity	Rahnuma-FPAP, Gavi, Mannion Daniels/ OPM	Deploy Social Mobilization teams, community outreach, refer girls aged 9-14	Technical advice to Rahnuma-FPAP,  Provision of 12 social mobilizers in Lahore and Multan	Improved HPV vaccination rates, enhanced community trust, strengthened implementation

		years for HPV vaccination during campaign, and later during routine immunization (Five mega urban districts, Punjab)		capabilities
Immunization Data Quality Audit	UNICEF, Punjab EPI	Data quality assessment, compare electronic registry with paper registers, field visits, engage vaccinators and Lady Health Visitors	Study design, data collection, analysis and report writing	Recommendations for data accuracy, refresher trainings, streamlined data entry, better supervision, pinpointed investment needs
Training and Capacity Building on HMIS for primary care	JICA, IRMNCHN Program Punjab, HISDU, Health & Population Department	Develop HMIS Manual/ Job Aids, training videos, Training-of-Trainers, workshops for coordinators and supervisors (36 districts, Punjab)	Training need assessment, development of training content and manual, development of videos, conducting training of trainers	Improved data consistency, strengthened health information use, materials institutionalized
Endline Survey	JICA	Endline Survey of Strengthening Maternal and Newborn Health Care in Punjab, (Multan Khanewal, Vehari)	Field implementation & reporting	Final evaluation of JICA project, policy inputs
Primary Healthcare Quality Assessment	Aga Khan University, Gates Foundation	Nation-wide quality assessment, surveys, clinical observations, review maternal/neonatal death surveillance (Punjab, Sindh, Khyber Pakhtunkhwa, Balochistan)	Study design, data collection, analysis and report writing	Identified gaps and best practices, informed policy recommendations, improvements for mortality response
Bottleneck Analysis for Family Planning	WHO, Pakistan Ministry of NHSRC	Bottleneck Analysis for Family Planning, stakeholder	Study design, data collection, analysis and report writing	Identified constraints, proposed solutions, contributed to

		engagement, support midwifery career pathways (All provinces, federating areas of Pakistan)		FP2030 strategies, enhanced midwives' curriculum
NHSP PC-1s	The World Bank, Government of Punjab, Government of KP, Government of Balochistan	The World Bank, Government of Punjab, Government of KP, Government of Balochistan	The World Bank, Government of Punjab, Government of KP, Government of Balochistan	The World Bank, Government of Punjab, Government of KP, Government of Balochistan

## Staffing

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Category	Total Staff	Gender Parity
<b>Senior Management</b>	7	57% Females
<b>Tech Core Staff</b> <i>(Including Senior Management)</i>	18	61% Females
<b>Non-Tech Core Staff</b>	9	0% Females
<b>Regional Office Staff</b>	6	17% Females
<b>Field Operations Staff</b>	58	33% females
<b>Total</b>	<b>91</b>	<b>34% Females</b>

## Financial Capacity

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Over the years, SPHERE has established strong financial mechanisms. We minimize cash expenses, and aim to have 100% transactions through banking channels, including petty official and field expenses by June 2026. As of today, over 95% of our financial expense are through banking channels. We have the capacity to handle large scale projects (e.g., the IBBS Survey), among others. SPHERE is also working as a funds

manager and grantee for local Civil Society Organizations (CSOs) and start-up organizations for ECD related interventions, funded by JICA.

## Why SPHERE?

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Our value proposition lies in combining technical excellence with contextual insight. We offer:

### Deep Local Understanding

A history working within Pakistan's health system at provincial and district levels. Our team's involvement in government technical working groups and on-ground projects gives us unique insight into local challenges and opportunities.

### Technical Rigor

Strong competencies in epidemiology, health economics, and data analytics support our evidence-based approach. We emphasize rigorous monitoring, evaluation, and quality assurance in all assignments, ensuring that clients receive credible results they can trust for decision-making.

### Collaborative Approach

We work hand-in-hand with stakeholders – from community health workers and local NGOs to government officials and international donors. This inclusive style, paired with our agility as a private firm, allows us to bridge gaps between policy and practice, and to adapt solutions to stakeholder needs in real time.

### Sustainable Impact

SPHERE focuses on capacity building and institutional strengthening so that improvements endure beyond our engagement. Whether it's mentoring government staff within departments or developing toolkits and curricula that become institutionalized, we aim for sustainability and local ownership of reforms.

SPHERE Consulting stands out as a trusted partner for donors and clients seeking to design and implement health sector interventions in Pakistan. We bring a proven track record in public health systems, immunization, MNCH, disease surveillance, and digital



health, supplemented by our growing involvement in education and environment to address health in a holistic manner. Our ability to deliver results on complex projects, while navigating Pakistan's administrative landscape, has been repeatedly demonstrated. We remain committed to our mission of driving innovation in the health sector – using data, technology, and collaboration to improve health outcomes for communities and to support our partners' goals.

# Contact Us

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For further inquiries or partnership opportunities, please contact at [info@sphereconsulting.services](mailto:info@sphereconsulting.services).



[www.sphereconsulting.services](http://www.sphereconsulting.services)



[info@sphereconsulting.services](mailto:info@sphereconsulting.services)



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