



2026 SERVICE CATALOGUE

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— Scan me —



ACCOUNTING, TAX & FINANCIAL MANAGEMENT

Clarity, Control and Financial
Confidence.

Build dependable finance operations that give leaders the insight and control they need to perform and plan with confidence.

YOUR FINANCE FOUNDATION

Fragmented records, delayed reporting and weak controls prevent leaders from managing performance confidently. Merit builds dependable finance operations—from daily transactions to strategic guidance— supported by strong controls and systems that grow with your organization.



Accurate & Audit-Ready Records

Complete, reconciled financial information that meets regulatory standards and stakeholder expectations.



Strong Cash & Working Capital Control

Comprehensive visibility into cash position, payables, receivables and liquidity planning.



Timely Management Information

Monthly reports and dashboards that translate data into actionable business insight.



Lower Compliance & Control Risk

Documented procedures and internal controls that protect assets and institutional reputation.

OUR SOLUTIONS



Accounting & Bookkeeping

Timely Management Information
Monthly reports and dashboards that translate data into actionable business insight.



Accounts Payable & Receivable

Streamlined invoice processing, vendor management and customer collections optimizing cash flow.



Cash & Asset Management

Bank reconciliation, mobile-money reconciliation, fixed-asset tracking and inventory accounting for asset visibility and control.



Payroll & Monthly Close

Accurate payroll processing and end-of-month procedures ensuring compliance and reporting readiness.



Financial Reporting & Dashboards

Automated financial statements, management reports and executive dashboards translating data into strategic insight.



Budgeting, Forecasting & Planning

Forward-looking financial models and cash-flow forecasts enabling confident planning and performance monitoring.

OUR SOLUTIONS



Digital Systems & Automation

Implementation and support of Odoo, QuickBooks, Excel and other platforms automating accounting and strengthening control.



Tax & Compliance

Tax registration, planning, filing and ongoing compliance support in approved jurisdictions.



Finance Process & Internal Controls

Documentation and implementation of finance procedures, policies and controls protecting assets and enabling scaling.



Outsourced & Advisory

Retained CFO advisory, outsourced finance department or project-based support tailored to your organizational stage.



OUR APPROACH

“ We build financial strength through a structured seven-stage process that brings clarity and control at every step.

Assess

Review records, processes, controls, reporting needs, and technology.

Clean & Implement

Reconcile data, verify opening balances, and establish accurate financial records.

Advise & Optimize

Guide financial decisions while improving efficiency, automation, cost control, and performance.



Design

Develop finance structures, workflows, responsibilities, controls, and reporting plans.



Operate & Report

Support finance operations and deliver timely financial statements, reports, and dashboards.



WHO WE SERVE ?

Our financial management solutions serve SMEs, corporate groups, NGOs, government programmes, education and healthcare institutions.





AUDIT & ASSURANCE

Confidence Through
Independent Assurance

Independent judgment and risk-based methodology that strengthen trust, governance, accountability and stakeholder confidence.



GOVERNANCE YOU CAN TRUST

Boards, donors, investors and regulators require reliable information, effective controls and credible assurance in increasingly complex operating environments. Merit combines independent judgment, risk based methodology and practical insight to identify issues early, strengthen governance and build confidence.



Greater Confidence in Reporting

Rigorous audit procedures and independent verification giving boards and stakeholders confidence in financial and operational information.



Stronger Controls & Governance

Assessment and recommendations strengthening internal controls, reducing risk and improving the control environment.



Earlier Identification of Risk

Risk-based methodology identifying weaknesses, irregular transactions and compliance gaps before they escalate.



Improved Audit Readiness

Preparation and advice ensuring your organization meets auditor expectations and regulatory requirements.



OUR AUDIT SERVICES



Statutory & Financial Audit

Rigorous audits of financial statements to ensure accuracy, compliance with applicable standards, and reliable financial reporting.



Internal Audit & Co-Sourcing

Internal audit and co-sourced services that strengthen risk management, internal controls, governance, and oversight.

OUR AUDIT SERVICES



Review & Agreed-Upon Procedures

Targeted assurance reviews and customized procedures designed to address specific financial, operational, or stakeholder requirements.



Donor & Project Assurance

Compliance and performance audits of donor-funded projects, ensuring grant conditions are met and resources deliver intended results.



Due Diligence & Investigations

Financial and operational due diligence, fraud investigations, and forensic reviews to identify risks before transactions or partnerships.



Fraud Risk & Forensic Services

Fraud-risk assessments, forensic investigations, and recovery support to protect organizational assets, finances, and reputation.



IT Audit & ERP Controls

Assessment of IT systems, ERP controls, data integrity, security, and technology governance to ensure reliable and secure operations.



Compliance, Controls & ISO Support

Reviews of policies, regulations, and internal controls, combined with ISO readiness and certification support to strengthen organizational maturity.

OUR AUDIT APPROACH

Every learning engagement follows a structured six-stage methodology ensuring outcomes are achieved and capability is sustained.

Understand & Assess Risk

Understand the organization and assess key risks, materiality, systems, controls, and regulatory requirements.

Test & Evaluate

Perform testing, interviews, analysis, and evidence review while evaluating findings and their impact with management.

Plan the Engagement

Define the audit scope, procedures, testing approach, and quality standards.

Report & Follow Up

Present conclusions, risks, observations, and recommendations, then monitor agreed actions and verify their effectiveness.





WHO WE AUDIT

Our audit and assurance services serve public institutions, NGOs, foundations, banks, financial services, education, healthcare, energy, telecommunications, utilities and commercial businesses.



TECHNOLOGY & DIGITAL SOLUTIONS

Building Intelligent Digital
Institutions

Intelligent systems that align
technology with real workflows
and governance — from
discovery through go live and
continuous optimization.

CONNECTED SYSTEMS UNIFIED DATA.

Organizations lose time, control and insight when finance, sales, procurement, people, projects and service delivery operate in disconnected systems. Merit aligns technology with real workflows and governance— then supports adoption from discovery through go-live and continuous improvement.



Unified Data & Systems

Integrate organizational information into one reliable source of truth.



Faster Reporting & Better Control

Enable real-time insights, faster decisions, and stronger governance.



Automation & Efficiency

Reduce manual work, duplicate entry, and time-consuming processes.



Scalable Service & Infrastructure

Improve service delivery with technology that grows with your organization.



OUR TECHNOLOGY SERVICES



Cybersecurity & Access Control

Strengthen system security through access controls, permissions, and governance.



Training & Go-Live Support

Support users with training, dashboards, implementation, and ongoing optimization.

OUR TECHNOLOGY SERVICES



ERP Advisory & Digital Transformation

Strategy, roadmap, and guidance for selecting and optimizing business systems.



Odoo Implementation & Configuration

Implement, customize, and optimize Odoo to fit organizational workflows.



Business Modules & Industry Systems

Configure finance, HR, sales, procurement, inventory, and sector-specific systems.



Data Migration & Integration

Clean, validate, and migrate data while integrating banking, payment, and external APIs.



Custom Software & Mobile Apps

Develop tailored web, mobile, and enterprise solutions for unique needs



Cloud & Disaster Recovery

Forward-looking financial models and cash-flow forecasts enabling confident planning and performance monitoring.

OUR IMPLEMENTATION APPROACH

“ We guide technology transformation through seven structured stages ensuring alignment, quality and sustainable adoption.

Discover & Analyze

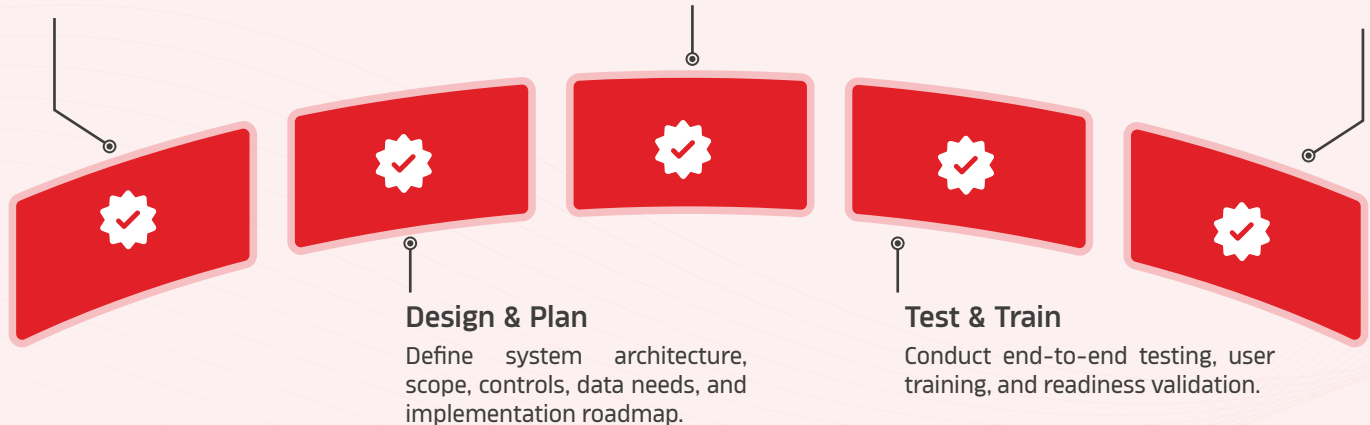
Understand goals, workflows, users, systems, and identify process gaps.

Configure & Integrate

Configure applications, develop approved customizations, migrate data, and integrate systems.

Go-Live & Optimize

Launch the system, stabilize operations, monitor performance, and continuously improve.





INDUSTRIES WE TRANSFORM

Our technology solutions are implemented across government, NGOs, education, healthcare, retail, hospitality, manufacturing, logistics, energy and utilities.



CONSULTING, ADVISORY AND RESEARCH

Turning Evidence into
Strategy and Strategy into
Results

Strategic thinking that turns complex challenges, evidence and diagnosis into actionable plans and measurable institutional change.

STRATEGY THAT WORKS

Organizations often have ambitious goals but unclear priorities, weak operating models, undocumented processes or insufficient evidence for decisions. Merit combines diagnosis, research, strategic thinking and implementation support to help leaders turn complex challenges into measurable change that sticks.



Clear Priorities & Actionable Plans

Strategic roadmaps and operating plans aligning organizational energy and resources around what matters most.



Evidence-Based Decisions

Research, data analysis and monitoring frameworks grounding decisions in evidence rather than assumption.



Stronger Governance & Accountability

Governance frameworks, policies and structures clarifying roles, strengthening oversight and enabling confident decisions.



Sustainable Institutional Capability

Change management and implementation support ensuring transformation takes root and institutions build lasting capability.



OUR CONSULTING SERVICES



Strategy & Business Planning

Strategic planning, business model development and competitive analysis defining organizational direction and growth opportunities.



Business Models & Feasibility Studies

Market research, financial modeling and feasibility analysis evaluating new ventures, services or market opportunities.



Organization Design & Institutional Development

Organizational structure, role clarity and institutional development aligning capabilities with strategic objectives.



Governance Frameworks & Policies

Governance design, policy development and procedure documentation strengthening oversight and operational clarity.

OUR CONSULTING SERVICES



Change Management & Transformation

Change strategies, stakeholder engagement and transformation planning ensuring complex change is understood and adopted.



Process Redesign & Operational Excellence

Business process improvement, lean methodology and workflow redesign increasing efficiency and effectiveness.



Cost Transformation & Performance

Cost analysis, cost reduction strategies and performance improvement optimizing resource use and maximizing impact.



Financial & Risk Advisory

Financial strategy, risk assessment and compliance advisory strengthening financial performance and risk management.



Research, Policy & Data Analysis

Applied research, policy analysis and data analytics informing strategy and supporting evidence-based.



Board & Executive Advisory

Board advisory, executive coaching and leadership development strengthening governance and organizational leadership.

OUR ENGAGEMENT APPROACH

“ We guide strategic change through six integrated stages moving from diagnosis to implementation and learning.

Diagnose & Understand

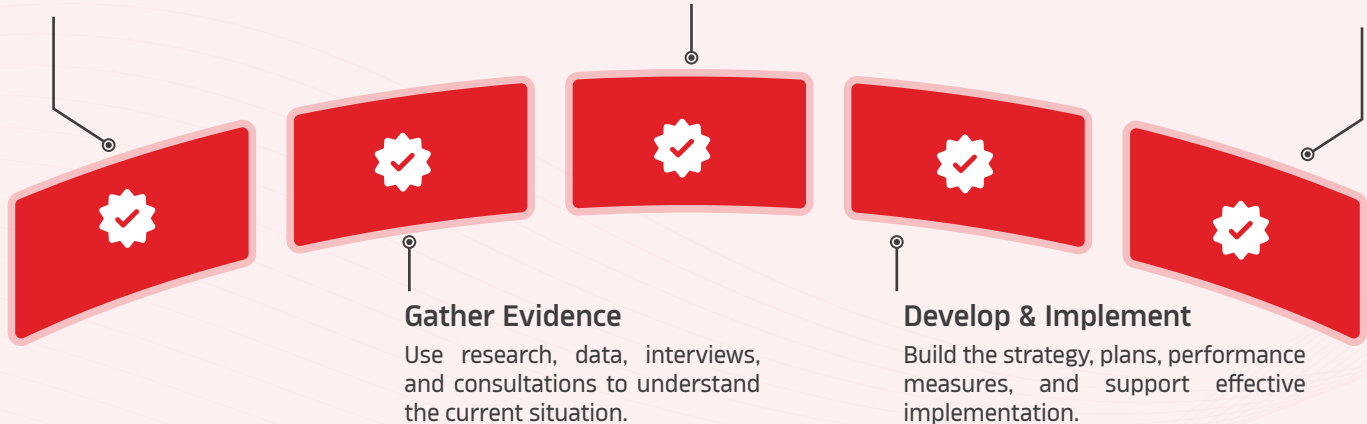
Assess the organization, strategy, operations, stakeholders, and key challenges.

Define Options

Analyze findings and develop practical solutions with key stakeholders.

Monitor & Refine

Measure results, capture lessons, and improve solutions based on experience.





WHO WE ADVISE

Our consulting and advisory services support government agencies, NGOs, development partners, financial institutions, education, healthcare, energy, infrastructure, commercial enterprises and SMEs across all organizational stages.



TRAINING & CAPACITY BUILDING

Bridging the Skill Gap.

Practical, context-relevant learning that strengthens individuals, teams and institutions to adopt new systems, build confidence and sustain lasting change.



LEARNING THAT TRANSFORMS

New systems and strategies fail when people lack the practical capability, confidence and reinforcement required to apply them. Merit Training Hub delivers learning solutions grounded in organizational objectives and operating reality that strengthen individuals, teams and institutions.



Practical Job-Ready Capability

Hands-on, context-relevant learning that translates directly into workplace performance and system adoption.



Better Leadership & Governance

Board, executive and management development that strengthens decision-making and organizational oversight.



Higher Technology Adoption

Training and change support ensuring systems are understood, embraced and used effectively.



Improved Financial & Operational Discipline

Accounting, audit and operational training building control, compliance and confidence.

OUR LEARNING PROGRAMMES



Leadership & Governance

Executive training that strengthens strategic thinking, accountability, leadership, and organizational governance.



Accounting & Financial Management

Practical training in bookkeeping, financial reporting, budgeting, and financial controls.



Audit, Risk & Internal Controls

Specialized programmes covering risk management, internal audit, assurance, and control frameworks.



Digital Systems & Technology

Hands-on training in Odoo, ERP systems, QuickBooks, Excel, and other digital tools.



Project Management

Practical methodologies for effective project planning, execution, monitoring, and delivery.



Procurement & Supply Chain

Training in procurement procedures, vendor management, inventory, logistics, and supply-chain efficiency.



OUR LEARNING PROGRAMMES



Operations & Process Improvement

Training focused on reducing inefficiencies, improving processes, and achieving operational excellence.



HR & Organizational Development

Programmes covering people management, performance, workplace culture, and organizational development.



Sales, Customer Service & SME Development

Training in sales, customer experience, entrepreneurship, and business growth strategies.



Customized Programmes & Executive Coaching

Tailored training, action-learning, and coaching designed around specific organizational needs and strategic goals.

HOW WE DELIVER ?

Every learning engagement follows a structured six-stage methodology ensuring outcomes are achieved and capability is sustained.

Assess & Define

Identify needs, capabilities, challenges, and clear learning outcomes.

Customize & Deliver

Provide tailored content, practical exercises, and interactive learning.

Assess Application

Measure knowledge, skills, and practical workplace application.

Support & Sustain

Reinforce learning through coaching, tools, and ongoing support.





WHO WE SERVE ?

Our learning programmes serve organizations across public sector, NGOs, corporates, SMEs, education and healthcare institutions.