

# CNS GROUP

COMPANY  
PROFILE



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# Who We Are

**CNS Group Limited** is a premier provider of comprehensive human capital, manpower and business solutions, helping global and local organisations establish a strong presence in Tanzania.

We go beyond traditional HR services, offering manpower & industrial solutions, and sustainability consulting to ensure businesses thrive in today's dynamic and competitive landscape.

By integrating global best practices with deep local expertise, we enable our partners to focus on growth while we manage their workforce, compliance, and operational needs.



## Vision

CNS Group aims to empower organizations globally with innovative HR solutions that optimize workforces, drive growth, and transform talent management, becoming a trusted partner for long-term success.



## Mission

CNS Group is committed to providing tailored HR services that build high-performing teams, leveraging expertise and technology to exceed client expectations and achieve strategic business goals.



# Our Core Values



**Customer-Centricity**



**Excellence**



**Collaboration**



**Innovation**



**Accountability**



**Diversity and Inclusion**



**Empowerment**



**Integrity**

# Industries We Serve



Energy & Natural Resources



Transportation & Logistics



Manufacturing & Construction



Sports & Entertainment



Hospitality & Tourism



Infrastructure, Telecoms & ICT



Real Estate & Property



Agriculture & Green Economy



Banking & Finance



Non-Profit Organisations

# Certifications & Accreditations

## CNS Group is proudly certified under:

ISO 9001:2015  
Quality Management Systems

ISO 45001:2018  
Occupational Health & Safety  
Management Systems

These certifications demonstrate our commitment to:

- Delivering consistent and high-quality services
- Maintaining efficient and structured internal processes
- Ensuring a safe and responsible working environment



Certificate no. TZ24-34009A



Certificate no. TZ24-34009C

## Registered Investment Service Provider by TISEZA

CNS Group is accredited as a Registered Investment Service Provider by the Tanzania Investment and Special Economic Zones Authority (TISEZA).

This accreditation enables us to:

- Support investors in navigating Tanzania's regulatory environment
- Provide structured advisory on investment processes
- Facilitate business setup and compliance requirements
- Enhance investor confidence and operational readiness



## ILO SIYB Partner Organization

CNS Group is a recognized partner of the International Labour Organization (ILO) under the Start and Improve Your Business (SIYB) Programme.

Through this partnership, we:

- Deliver internationally recognized entrepreneurship training
- Support MSMEs in building sustainable businesses
- Promote financial literacy and business growth
- Contribute to job creation and economic empowerment



HR

# What We Do

Payroll

Mining

- Organization Structure Review
- Job Analysis
- Job Evaluation & Grading Structure
- Salary & Benefits Survey
- Workload Analysis
- Skills and Competency Assessment
- Performance Management
- Training & Development Services
- Change Management
- Culture Audit & Transformation
- HR Audit, Review & Development of HR
- Policies & Procedural Manual
- Employee Engagement Surveys



## HR Consultancy & Advisory Services

- Day-to-day HR Function Management
- Performance Management
- Learning & Development
- Reviewing & Developing HR Policies
- Leave Management
- Employee Records Management
- Payroll Facilitation
- Employee Integration & Retention
- Employee Communication
- Statutory Compliance & Tax Filings
- Discipline & Grievance Handling
- Staff Exit Management



## Human Resource Outsourcing & Employer of Records

- Technical & Soft Skills Training
- Leadership & Succession Planning
- Change Management & Organizational
- Culture Transformation
- Graduate Training & Mentorship
- Programs
- Accredited Certification Training
- Programs
- HSE & Defensive Driving Training



## Training, Capacity Building & Leadership Development

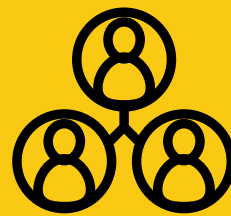


- Work Permit Applications
- Resident Permit Processing
- Visa Processing & Extensions
- Dependent Passes
- Special Permits
- Housing & Accommodation Assistance
- Transport & Logistics Support



## Immigration Support, Relocation & Mobility

- Recruitment solutions that match the right talent to your company culture.
- Executive search and headhunting for senior and specialized roles.
- Targeted candidate sourcing supported by strong market research.
- Thorough screening for skills, experience, and cultural fit.
- Contingency recruitment for mid-level and operational roles.
- Full hiring support: job ads, shortlisting, interviews, checks, and onboarding.
- Labor broking for semi-skilled and unskilled workers.
- Access to pre-vetted staff for short-term or long-term work.
- Workforce support across multiple industries, including logistics, manufacturing, construction, hospitality, retail, events, agriculture, and general operations.



## Executive Search & Headhunting and Contingency Recruitment

- Labor law compliance
- Tax and statutory contribution support including PAYE, SDL, WCF, NSSF( VAT,WAT and corporate tax where applicable).
- Legal support for labor disputes and compliance audits.
- HR and labor law training for companies.
- OSHA workplace safety audits and compliance checks.
- Health and safety training for employees and management.
- Business registration and licensing support (BRELA, TRA, TISEZA, OSHA, EWURA, Fire Department & Mining Commission).
- Corporate governance advisory and company secretarial services.



## **Compliance, Governance & Advisory Services**



- Local content compliance and reporting
- Implementation of local workforce development programs
- Development of local supplier and vendor capacity
- Procurement and supply chain optimization
- Vendor sourcing, evaluation, and performance monitoring
- Supply chain risk assessment and mitigation
- Sustainability and ESG strategy development
- Implementation of eco-friendly and ethical business practices
- Carbon footprint and resource-efficiency initiatives
- CSR planning and community impact projects



## Local Content, Supply Chain Management, ESG & Sustainability



- Employee wellness programs
- Mental health and stress-management support
- Mindfulness training and counselling
- Workplace health and fitness initiatives
- Nutrition workshops and wellness campaigns
- Team-building and employee engagement activities
- Outdoor and indoor team-building experiences
- Leadership and communication workshops
- Corporate retreats and customized engagement events
- Programs to improve teamwork, morale, and workplace culture



## Team Building & Wellness Programs

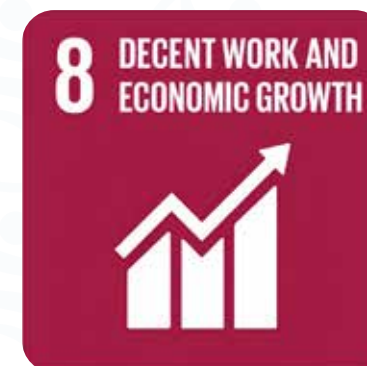
# Our Impact



**THE GLOBAL GOALS**  
For Sustainable Development

**Our interventions are aligned with the UN Sustainable Development Goals, particularly:**

At CNS Group, we believe in sustainable transformation, where organizations grow, communities prosper, and economies thrive.





# Why Choose us



## A Trusted Local Partner

As a wholly owned local company with over 30 years of combined experience, we are deeply committed to the growth and prosperity of our community. Our strong local roots, coupled with a proven track record, make us a reliable partner for your business.

Our company maintains strong compliance and quality standards, backed by registrations with EWURA LSSP (CQS) and the Mining Commission. We prioritize health, safety, sustainability, and environmental protection in all operations, ensuring full alignment with regulations and industry best practices. We are now fully certified in ISO Quality Management and HSE standards.

## Compliance & Quality Assurance



## Technology-Driven Solutions

Our partnership with WinguBox, ZOHO ERP, HubSpot, Business in box, Elevate Sheets, Entrepedia, KOZI, and our investment in other advanced technologies enables us to deliver efficient and effective solutions. These innovative solutions offer a range of features, including mass email of pay slips, employee self-service via an integrated HRIS, report generation, and multi-currency payroll processing.

We believe in the power of strategic partnerships to deliver exceptional results. By combining international best practices with local knowledge, we create tailored solutions that meet your specific needs. Our registration with TISEZA as a local investor has enabled us attract a number of strategic international partners such as PECB, TrendingSkills, VR2, Talent2Africa, Technizy-NovaKamp, etc. speaks volume and further solidifies our commitment to the community and economic development.

## Strategic Partnerships & Local Investor Status

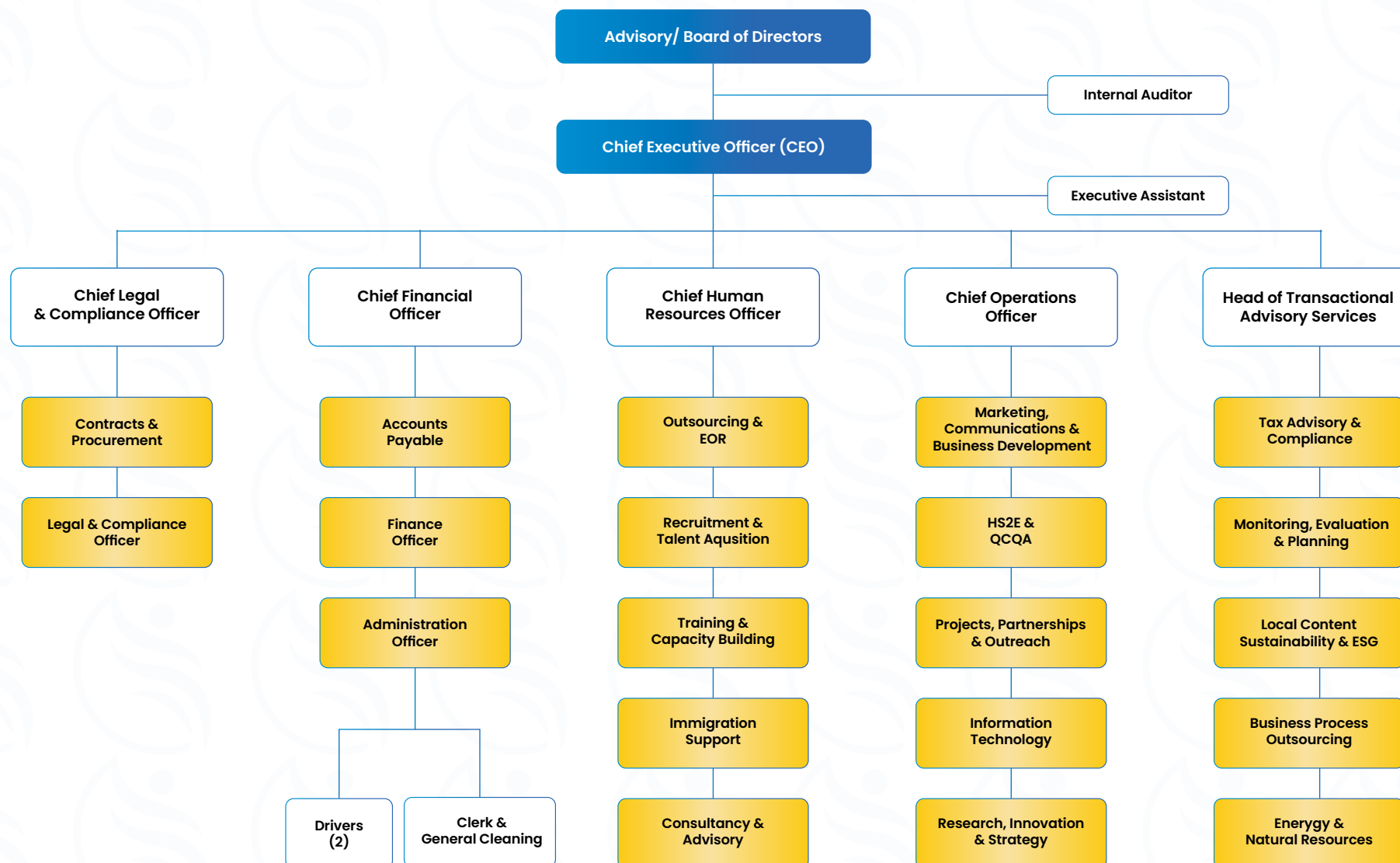


## Data Protection & Privacy

In today's digital landscape, data protection and privacy are paramount concerns that CNS Group takes seriously. As a registered entity with the Personal Data Protection Commission (PDPC), we are fully committed to safeguarding the sensitive information entrusted to us by our clients. While working with us, our clients can rest assured that their data is handled with the utmost care and security at all times.



# CNS Group Organogram



# Our Management Team


	<b>Name:</b>	<b>Noel Shiyo</b> , Adv. CiDir, ESG, Reg.Tax, Inv B.A.L, LL. B (Hons), Dip IR, PGDLP, MBA, LL.M
	<b>Position:</b>	<b>Managing Director</b>
	<b>Years of Experience:</b>	17 Years
	<b>Professional Overview:</b>	<p>He is a seasoned lawyer, business executive, and human capital strategist with over 17 years of multidisciplinary experience spanning energy, natural resources, infrastructure, human capital, and corporate advisory. He is the Founder and Managing Director of CNS Group Limited. Mr. Shiyo's work has covered critical sectors including oil and gas, renewable energy, mining, tourism, banking, and construction, positioning him as a trusted advisor on complex, high-value transactions and development initiatives. He also contributes to academia as a guest lecturer and has authored publications on mining, energy, and investment law.</p>

	<b>Name:</b>	<b>Rahma Nahdi</b> , HND, MBA
	<b>Position:</b>	<b>Chief Human Resources Officer</b>
	<b>Years of Experience:</b>	18 Years
	<b>Professional Overview:</b>	<p>A visionary HR leader and strategist, driving transformative workforce solutions, culture development, and strategic compensation. Expert in labor law and large-scale recruitment, delivering engaged, high-performing teams that elevate organizational impact and growth.</p>

# Our Management Team

	<b>Name:</b>	<b>George Bayona</b> , BSc Joint Hon(s), Computing and Economics
	<b>Position:</b>	<b>Chief Operations Officer</b>
	<b>Years of Experience:</b>	18 Years
	<b>Professional Overview:</b>	A dynamic leader in operations and project management, driving IT strategy, digital transformation, and process efficiency. Skilled in large-scale projects, team leadership, and cybersecurity, delivering technology-driven solutions that accelerate growth and operational excellence.

	<b>Name:</b>	<b>Irene Mwambene</b> , Advocate B.A.L, LL. B (Hons), PGDLP, LL.M
	<b>Position:</b>	<b>Chief Legal and Compliance Officer</b>
	<b>Years of Experience:</b>	16 Years
	<b>Professional Overview:</b>	A corporate lawyer and compliance expert, driving legal strategy and regulatory adherence across sectors. Skilled in Tanzanian labor law and corporate governance, she ensures robust compliance, mitigates risk, and delivers strategic legal solutions that protect and advance business interests.

	<b>Name:</b>	<b>Samwel Ndabacha</b> , B.A Accounting and Finance Candidate of CPA(T) & MARLA (Master of Arts in Revenue Law and Administration)
	<b>Position:</b>	<b>Finance Manager</b>
	<b>Years of Experience:</b>	6 Years
	<b>Professional Overview:</b>	A strategic finance expert overseeing comprehensive financial operations, from planning and forecasting to tax and compliance. Expert in accounting and internal controls, delivering accurate insights, ensuring accountability, and driving sustainable organizational growth.

# Clients We Serve



# Partners



TANZANIA INVESTMENT AND  
SPECIAL ECONOMIC ZONES  
AUTHORITY (TISEZA)



# Contact Information

## Head Office:

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Dar es Salaam, Tanzania

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**Inspired By Life**

