



tsigiro

Behind Every Mission

Company Profile

Back-office shared services for mission-driven organisations.

+2638677189335 / +263773993726

hello@tsigiro.co.zw

www.tsigiro.co.zw



About Us

Tsigiro — a Shona word meaning support or backing—is the client-facing shared-services brand of Trainit Technologies (Pvt) Ltd, a technology-enabled back-office services company based in Harare, Zimbabwe.

We work exclusively with mission-driven organisations: NGOs, civil society organisations, community-based organisations, and the trusts and networks that work alongside them.

That focus is deliberate.

The operating pressures of a grant-funded organisation, from donor reporting cycles, audit readiness, compliance obligations, lean staffing between funding rounds, are not the same as those of a commercial business, and we have built our service around them rather than around a general market.

cannot afford to carry alone. Spanning from **IT, finance, HR, Audit & Compliance, and Monitoring & Evaluation, Communications & Fundraising and more services**, keeping their people, budgets, attention on the mission itself.

Get the services of a full in-house department without the cost of hiring the staff.

Tsigiro exists to carry the operational weight our clients



Vision

To be the trusted operational backbone behind mission-driven organisations across Zimbabwe and the region.

Mission

To provide NGOs, CSOs, and CBOs with reliable, affordable, and professionally run back-office functions — **IT, Finance, HR, Audit and Compliance, M&E, Communications & Fundraising and more services** — so they can dedicate their full capacity to the missions they exist to serve.

OUR SERVICE LINES

Tsigiro delivers five back-office functions. Each can be taken on its own or combined, and each is available in both of our subscription tiers.

1 IT as a Service (ITaaS)
Systems administration, cloud and email infrastructure, cybersecurity basics, helpdesk support, and digital tools rollout.

2 Finance as a Service
Bookkeeping, management accounts, donor budget tracking, and financial systems set-up.

3 HR as a Service
HR administration, recruitment support, policy development, and payroll coordination.

4 Audit & Compliance as a Service
Internal controls support, compliance tracking, and audit readiness.

5 Monitoring & Evaluation as a Service
M&E systems design, data collection support, and donor reporting.

6 More Services
The spectrum of our services spans across all organisational functions, including **Communications and Fundraising**, and more.

How we deliver.



Every **Tsigiro** engagement is delivered by two complementary layers of capacity, so clients get expert depth and consistent day-to-day attention without carrying the cost of a full in-house team.



The Associate layer Senior expertise

Associates are senior specialist contractors who provide oversight, quality assurance, escalation support, and expert-level input within each function.

Every client has Associate cover, at the same standard, regardless of which subscription tier they are on.



The Apprentice layer Day-to-day capacity

Apprentices are capable, closely supervised professionals who handle the routine, continuous work an organisation needs done — the processing, the record-keeping, the reporting, the follow-up. They work under Associate supervision and to **Tsigiro's** standards.

Delivery is virtual by default, which keeps our services accessible and affordable regardless of where a client is based.

Subscription Tiers.



Tsigiro offers two subscription tiers. The difference between them is **not** the quality of the service or the level of expertise behind it — it is in how much of an apprentice's **working time** is committed to your organisation.

	Shared	Dedicated
Apprentice level of effort	20% of an apprentice's working time, dedicated to your organisation.	100% — a full-time apprentice working on your organisation alone.
Apprentice's other clients	Up to four other organisations (five clients maximum).	None — exclusive to your organisation.
What you pay for	20% of the apprentice cost — you share the cost, not the attention.	The full apprentice cost.
Associate (senior specialist) support	Included — same standard.	Included — same standard.
Best Suited to	Smaller NGOs, CBOs, and organisations between grant cycles who need steady, reliable cover at the lowest sustainable cost.	Organisations with continuous workload, multi-donor reporting, or project-funded staffing lines that need someone always on hand.



Organisations commonly mix the two — **for example, Dedicated Finance as a Service alongside Shared IT as a Service** — matching the level of commitment to where the workload actually sits.

Shared Back-Office as a Service.

On the **Shared tier**, an apprentice commits **20%** of their working time to your organisation on a continuing basis, and serves a maximum of **five** organisations in total. You pay only for your share of that apprentice's cost. Because the apprentice's time is committed rather than ad hoc, the support is steady and predictable — **you are sharing the cost of a professional, not queuing for their attention.**

Each service line is available on this basis: Shared Finance as a Service, Shared HR as a Service, Shared IT as a Service, and so on.

Dedicated Back-Office as a Service.

On the **Dedicated tier**, an apprentice works on your organisation and no other. You have their **full working time**, and you pay the full cost of that capacity. This is the right choice where **workload** is continuous, where multiple donor reporting streams run in parallel, or where a project budget carries a staffing line that **Tsigiro** can fill more efficiently than direct employment. As with the Shared tier, **every** service line is available on this basis: Dedicated Finance as a Service, Dedicated M&E as a Service, and so on.

Why Organisations Choose Tsigiro.



Built for mission-driven organisations only

We work with NGOs, CSOs, and CBOs, and we understand donor cycles, grant compliance, and the realities of lean, project-funded staffing.



The capacity of a **full department** at a **fraction** of the cost of employing one.



Senior specialist oversight on every engagement, at the same standard, regardless of tier.



A pricing model that is transparent about what you are buying: a defined share of a professional's time, not a vague retainer.



One accountable partner across five functions, reducing the burden of managing multiple vendors.



A name that states our value plainly: support, backing, the strength behind every mission.

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