

Company Profile
www.sailors.team



About Teamsailors

Teamsailors is an ODA-native consulting firm specialized in the full project cycle of international development cooperation.

Our team brings together professionals with direct field experience in ODA programming across KOICA, the UN, the World Bank, and other organizations, taking ownership of every stage from design to evaluation.

*Proven Expertise

Specialists across public health, education, performance management, and data analytics provide consulting grounded in hands-on experience designing, implementing, and evaluating ODA projects.

*Evidence-Based

We build project logic and derive measurable results through verified research capabilities and data analysis, not by guesswork or convention.

*Ownership

Our partners serve directly as Product Owners (PO) and handle communication with clients. We engage with 100% responsibility and authority from the beginning to the end of a project.



Teamsailors provides **ODA consulting**

Teamsailors offers integrated specialized consulting covering the entire cycle of ODA projects.

From Planning to Execution, Management, and Evaluation, we deliver evidence-based solutions tailored to each phase, ensuring both practical results and long-term project sustainability.

ODA Consulting

* Planning

Analyzing the context and needs of the target country and designing the overall project, including goals, strategies, activities, schedules, and budgets.

Teamsailors performs integrated project planning based on data and evidence, from preliminary feasibility studies to project plan establishment.

* Execution

Implementing designed projects in the field and coordinating stakeholder cooperation.

Teamsailors works directly on the ground, manages coordination with international organizations and recipient government agencies, and delivers solutions adapted to local contexts.

* Management

Monitoring project progress, managing risks, and tracking results.

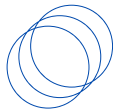
Teamsailors conducts systematic performance management and data-driven monitoring grounded in the Theory of Change and Project Design Matrix (PDM). We proactively identify and mitigate risks to ensure project success.

* Evaluation

Measuring performance upon project completion, deriving lessons, and incorporating findings into future programming.

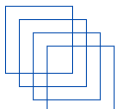
Teamsailors measures project performance through comprehensive mixed-methods analysis of quantitative and qualitative data, and provides a structured feedback mechanism for continuous improvement.

Main Sectors



Data Analytics

Strategic Analysis, Impact Evaluation
Data Science



Digital & AI

Development of diverse AI-native digital tools
to enhance ODA project effectiveness



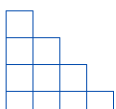
Education & Industry

TVET, Basic Education
Industrial Capacity Building



Public Health

Health Policy & Systems, Community Health
Workforce Capacity Building



Regional & Urban

Community Development
Urban Planning, GIS



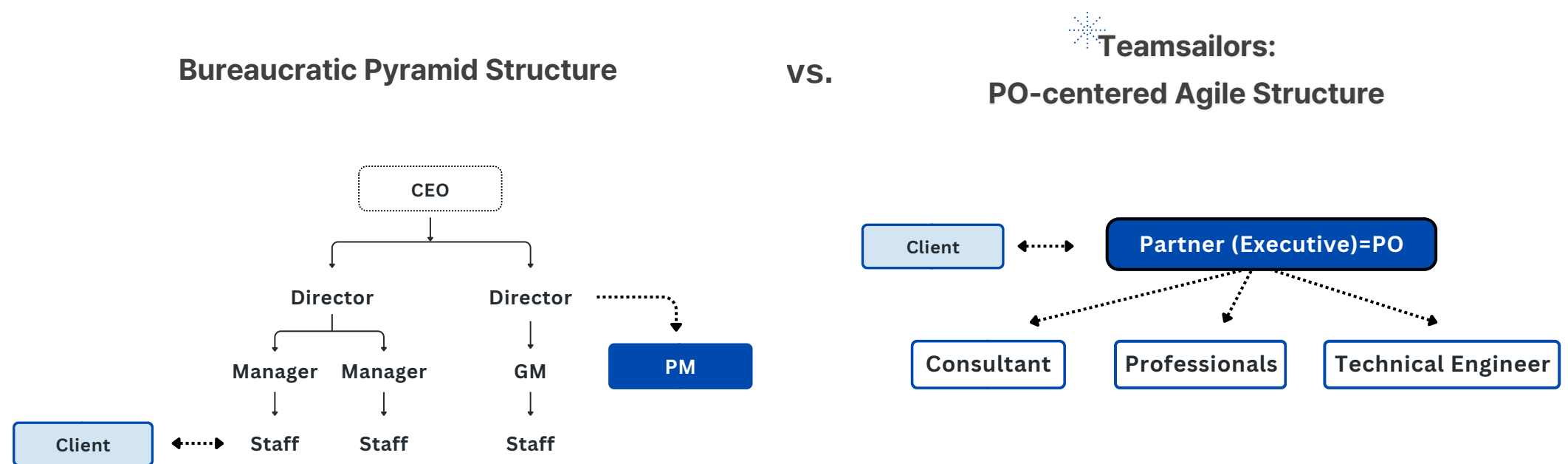
Research & Development

Innovation Model Development
Policy Analysis, Empirical Research

Teamsailors possesses broad domain expertise ranging from traditional ODA core sectors including education, health, and urban development to data analysis, digital, and AI.

We pursue an interdisciplinary approach that integrates digital technology and data into existing fields, delivering high-quality outcomes through evidence-based design and agile methodologies.

Structure & Methodologies



- ⊗ Slow decision-making, inefficient information flow
- ⊗ Delayed responsiveness to client needs
- ⊗ PM functions only as a liaison, staff handle client communication
- ⊗ Misalignment between responsibility and authority

- ✓ Partner/Executive serves directly as PO(Product Owner)
- ✓ The PO takes full charge of client communication with 100% ownership, accountability, and authority over schedule and budget
- ✓ Enabling immediate decision-making and rapid response to client requests and on-the-ground changes

Agile Methodologies

We operate on a foundation of continuous feedback, maintaining an consistent focus on measurable and actionable deliverables. We assemble domain-specific experts into tailored task forces based on each project's requirements.

Evidence-Based Design

We design project logic (PDM) through rigorous literature reviews and data analysis, developing performance indicators grounded in SCI-level research capabilities.

Innovation & Productivity

We independently develop ODA project design manuals and standardized processes, and continuously improve consulting quality and efficiency by actively exploring and applying emerging tools and technologies.



Teamsailors' **Portfolio**

Teamsailors delivers practical results across diverse ODA sectors, including education, healthcare, and data analytics, drawing on full-lifecycle consulting capabilities from project design through evaluation.

Explore Teamsailors' major achievements, representative projects, and full project history.

Highlights

Changes created by Teamsailors

Digital Innovation

By developing the KOICA Public Cooperation Project proposal submission platform, we fully digitized a process that had previously handled through manual, paper-based and email-based processes. Real-time monitoring and comprehensive data accumulation simultaneously enhanced operational efficiency and satisfaction among participating organizations.

ODA Program Model Design

Our team authored the design manual for KOICA's "Signature Programs," its flagship program model, and established an 8-step program design process. Through the full-scale introduction of Theory of Change frameworks and modular methodologies, we set the standard for systematic and scalable program development.

ODA Project Planning

Teamsailors led the design of a new ODA project for the Korea Workers' Compensation & Welfare Service — the first project by any agency under the Ministry of Employment and Labor to pass the Inter-Agency Grant Aid Committee review. We consistently find the optimal balance between development objectives and operational constraints, delivering feasible and technically sound project designs.

Evidence/Data-Based Consulting

We analyzed 15 years of country partnership project data through topic modeling to identify success and failure patterns, and provided strategic recommendations informed by predictive models. Through rigorous feasibility verification grounded in research expertise and data analysis, we deliver consulting of consistently high quality, as evidenced by our partners' 5 SCI-indexed peer-reviewed publications.

Academic Papers

Global Health Action	Economic evaluation of activating Community Health Volunteers (CHV) in rural Ghana
IJERPH	Economic simulation analysis following the introduction of MMR vaccination in Fiji
PLOS	Impact of CHV home visits on child health outcomes in the Volta Region, Ghana
Global Health Action	Cost-benefit analysis of water source improvement projects in the Volta Region, Ghana
BMC Public Health	RCT research protocol design for verifying the effect of CHV activities on childhood infectious diseases



This project aims to strengthen the foundations of the local public health system in Ratanakiri Province, northeastern Cambodia, thereby improving residents' access to essential health services. In collaboration with Cambodia's Ministry of Health and the Ratanakiri Provincial Health Department, the project takes an integrated approach to strengthening hospital services, community health services, and health administration capacity to build a sustainable local health system.

Integrated Systems Approach

Strengthening the overall functioning of the local health system through hospital service improvement, health workforce capacity building, local health planning, and community-based health service enhancement.

Evidence-based Policy and Health Planning Support

Applying mixed-methods research to diagnose the local health system and analyze health information, enabling assessment of health service utilization and access, and informing the development of local health policies and implementation strategies.

Integrating Public Healthcare and Development Cooperation Expertise

Integrating the medical service delivery and hospital management expertise of Korean public health institutions with development cooperation experience. Teamsailors supports project design, local health system analysis, project management, and coordination to ensure the effective application of technical capacities within the local health system.

PROJECT 01 2025~2030

PMC for the Project for Strengthening Comprehensive Public Health System in Ratanakiri Province, Cambodia

Consortium Partner



Client



PROJECT 02 2026~2029

PMC for Employment-linked TVET for the People of Vulnerable Group in the War-affected regions of Vietnam and Youth



This project fosters skilled industrial talent in core foundational manufacturing technologies — including molding, precision machining, and welding — using technical colleges in Bắc Giang and Nghệ An provinces as hubs. Customized curricula are developed in alignment with the National Competency Standards (NCS), and faculty capacity is strengthened through invitational training programs and the deployment of Korean technical education specialists.

The project upgrades aging educational facilities and supplies industry-standard equipment to create a modern learning environment. Beyond technical training, a dedicated Korean language education unit is operated, and linkages are established with high-performing companies in both Korea and Vietnam to connect graduates with actual employment opportunities.

Through the establishment and operation of a Korea–Vietnam industry-academia-government council, the project is building a sustainable human resource development ecosystem that enhances the skills of Vietnamese youth while generating mutual benefit for both countries.

Consortium
Partner



Client



PROJECT 03 2025~2027

Consultancy Services for Application Support and Performance Management of KOICA Public Partnership Projects



Legacy System Modernization through Digital Innovation

By introducing a web-based digital platform to the KOICA Public Cooperation Project integrated open-call process — previously managed manually via email — the entire process is now operated transparently. The system enables KOICA to continuously improve its open-call operations based on data collected through the online platform and user surveys.

Strengthening ODA Capacity of Public Institutions

During the open-call period, 1:1 project planning consultations were provided to 43 government ministries and public institutions. Performance management consulting was delivered through field visit accompaniment for 22 selected institutions, with additional on-site consulting provided for regional organizations. We supported participating institutions in aligning their projects with KOICA's SDG strategic objectives.

Publication of Performance Management Guidelines

Performance management guidelines tailored to the distinct characteristics of Track 1 (Rapid Planning) and Track 2 (Pilot) projects were developed to support standardized operations across project types. Detailed guidelines and standard questionnaires were provided for the full baseline and endline survey process, enabling institutions with limited ODA experience to begin project activities with confidence.

Consortium Partner



Client



PROJECT 04 2025~2028

PMC for Improving Health and Medical Workforce Management System in Indonesia

This project works in collaboration with Indonesia's Ministry of Health to strengthen national health workforce policy and capacity development frameworks, and to improve workforce supply management and training systems. By partnering with the Ministry of Health and relevant agencies, the project takes an integrated approach to reinforcing health workforce policy, training, and management — building the foundations for a sustainable national health workforce development system.

The project supports the formulation of national health workforce strategy through supply-demand analysis and research, while strengthening professional competency and implementation capacity through targeted training programs. Health workforce data analysis and policy advisory services are also provided to improve the efficiency of Indonesia's health workforce management system and support evidence-based policymaking.

Integrating Public, Academic, and Development Cooperation Expertise

The project combines the public health workforce training expertise of the Korea Human Resource Development Institute for Health and Welfare (KOHl) with the academic research capacity of Korea University. Teamsailors, leveraging its development cooperation expertise and understanding of local health systems, coordinates and supports implementation to ensure that this combined expertise is effectively applied to Indonesia's health workforce policy and training systems.



Consortium Partner



KOREA HUMAN RESOURCE DEVELOPMENT INSTITUTE FOR HEALTH & WELFARE

Client

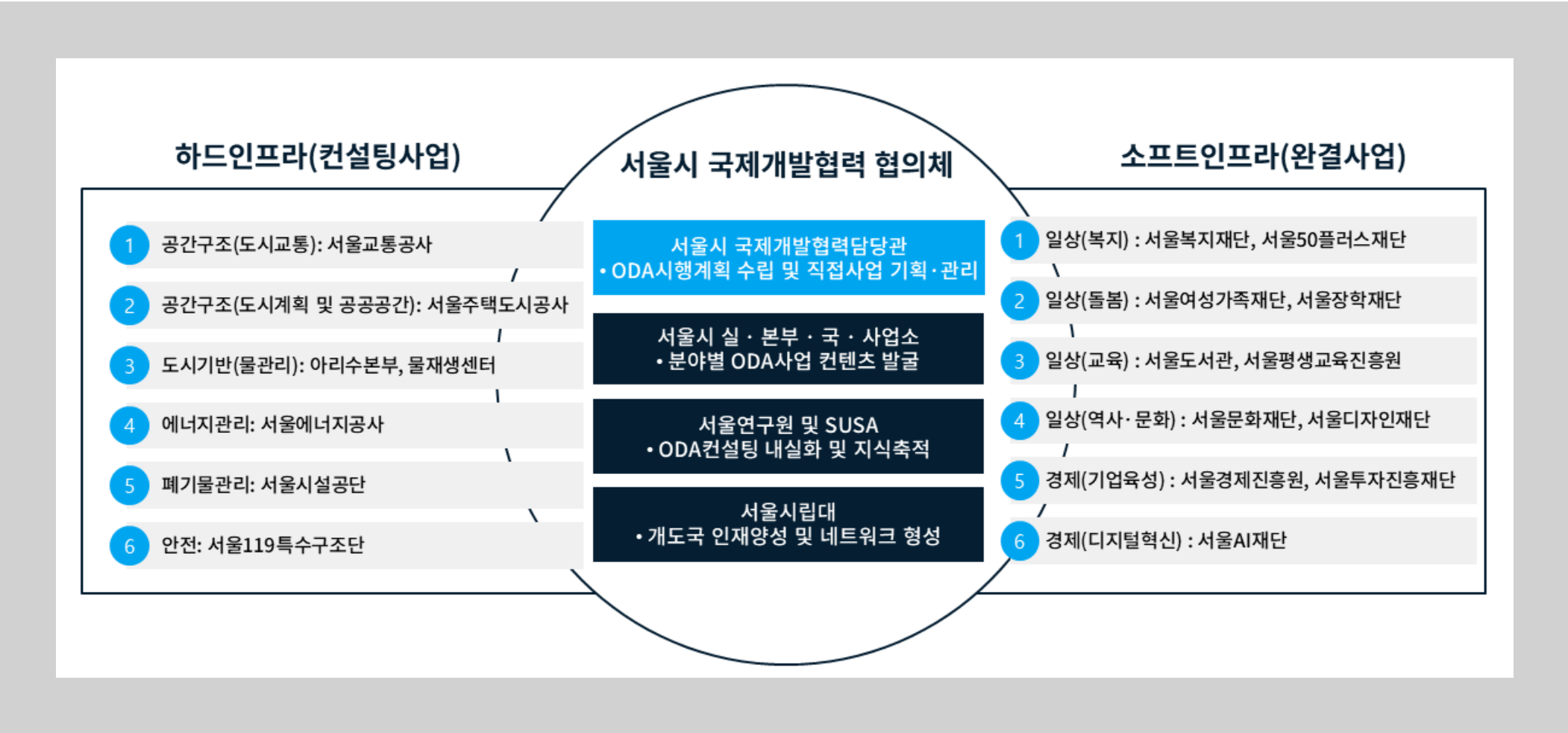


PROJECT 05 2025

A Study on Revitalizing Seoul's ODA and Functional Reorganization: Situation Analysis and Development of a Mid-to-Long-term Roadmap

We conducted a comprehensive diagnosis of Seoul Metropolitan Government's ODA governance, project portfolio, and funding structure by benchmarking domestic and international cases. Based on the findings, we developed a mid-to-long-term development strategy and implementation roadmap for ODA revitalization and office reorganization.

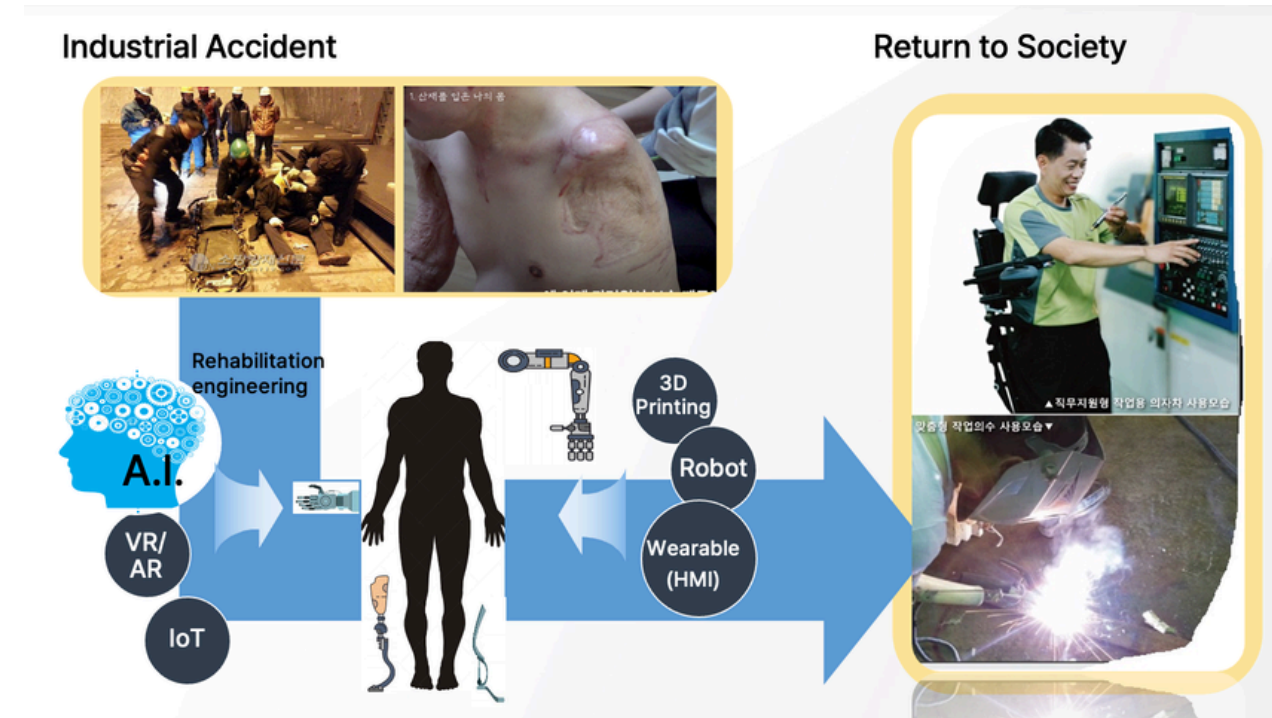
We expanded beyond the existing hard infrastructure-focused project model by establishing a soft infrastructure project model that leverages Seoul's diverse existing policy assets. Through this, we proposed new project models and governance structures aligned with global city-level ODA trends. By conducting data-driven current status surveys, establishing new project models and governance frameworks, and deriving a mid-to-long-term implementation roadmap, we provided integrated consulting to clarify the strategic direction of Seoul's ODA initiatives and enhance efficient resource allocation and project effectiveness.



Client | SEOUL

PROJECT 05 2025

Planning and Pre-Feasibility Study: Enhancing Rehabilitation Assistive Device Manufacturing Capacity for Injured Workers in Punjab, Pakistan



Punjab Province, Pakistan's largest economic hub with a population of 100 million, has rehabilitation assistive device manufacturing centers (producing prosthetics, etc.), but these facilities have failed to adopt modern technology since the 1980s and continue to rely on outdated techniques. As a result, the full potential for improving the labor capacity of workers who have been disabled due to industrial accidents has remained untapped.

We planned a project to transfer Korean rehabilitation assistive device manufacturing technology — affordable yet capable of substantially restoring physical function — to Mayo General Hospital, the largest public hospital in Punjab Province and the only facility with a rehabilitation assistive device manufacturing center. The project also included parallel capacity building for physical therapists, occupational therapists, and psychological counselors within the hospital, enabling patients disabled by industrial accidents to receive integrated services from assistive device provision through clinical rehabilitation. Ultimately, the project presented a strategic roadmap to enable Pakistan to independently manufacture locally adapted rehabilitation assistive devices and to facilitate collaboration with Korean companies in the process.

Client | Korea Workers' Compensation & Welfare Service

This project was the only one under a Ministry of Employment and Labor agency to pass the final review of the 2026 Committee for International Development Cooperation, and was approved as a new ODA project.

Project List

Teamsailors collaborates with numerous government ministries and public institutions across a diverse range of projects, including ODA project formation surveys, feasibility reviews, and performance management services.

Explore Teamsailors' track record and capabilities through our major project history for 2024–2025.

24	2024.08 ~ 10	Survey on Establishing Pilot Models for KOICA-UNDP Climate Cooperation
	2024.08 ~ 10	Survey on Establishing Pilot Models for KOICA-UNDP Digital Cooperation
	2024.08 ~ 10	Development of Pilot Model for KOICA-WFP Home-Grown School Feeding Programme
	2024.09	Survey on Utilizing the UNFCCC Technology Mechanism Initiative on Artificial Intelligence for Climate Action
	2024.09 ~ 11	Final Evaluation of the WHO Project for Elimination of Neglected Tropical Diseases (NTDs) in 4 Sub-Saharan African Countries
	2024.09 ~ 11	Final Evaluation of the UNICEF "Towards a Cholera Free Nation" Project in Tanzania
	2024.10 ~ 12	Project Identification Survey for Follow-up ODA Projects of Korea Workers' Compensation & Welfare Service (COMWEL) in Cambodia
	2024.11 ~ 12	Preliminary Survey for the 4th Phase of the Tanzania Health Basket Fund (Joint Health Sector Financing)
	2024.11 ~ 12	Project Planning for Strengthening Operational Capacity of the Home-Grown School Feeding Programme in Cambodia
	2024.11 ~ 12	Consulting for SDGs Performance Data Analysis Support for KOICA Country Partnership Programs (Phase 1)
	2024.11 ~ 25.02	Planning and Pre-Feasibility Study: Enhancing Rehabilitation Assistive Device Manufacturing Capacity for Injured Workers in Punjab, Pakistan
	2024.11 ~ 25.05	Consultancy Services for Application Support and Performance Management of KOICA Public Partnership Projects
	2024.12 ~ 25.01	Preliminary Survey for the Establishment of an IT Hub in Kyrgyzstan
	2024.12 ~ 25.01	Preliminary Survey for Modernization of TVET Centers for Industrial Human Resource Development through Triangular Cooperation, Thailand
2024.12 ~ 25.05	Preliminary Survey for the School Feeding and Nutrition Programme Linked to Local Agricultural Products in Bhutan	
25	2025.01 ~ 02	Preliminary Survey for the Establishment of a Surgical Training Hub in South Kivu Province, DRC
	2025.01 ~ 02	Technical Feasibility Study for Hospital Information System at Mulago National Referral Hospital, Uganda
	2025.01 ~ 02	BRIGHT-BARMM: Building Resilience through Inclusive Governance and Healthcare Transformation in the Bangsamoro Autonomous Region in Muslim Mindanao
	2025.02 ~ 03	Pre-Feasibility Study for Establishing a Return-to-Work Case Management System for Occupationally Injured Workers in Cambodia
	2025.02 ~ 03	Feasibility Study for the Industrial Human Resource Development Signature Programme in Indonesia (2026)
	2025.02 ~ 03	2nd Preliminary Survey for the Industrial Human Resource Development Programme in Thailand
	2025.03 ~ 04	Project Planning Survey for Promoting Child Health and Nutrition through School Feeding in Northern Côte d'Ivoire
	2025.03 ~ 05	Project Planning Survey for Strengthening R&D Capacity on Digital Transformation and Innovative Technology in Palestine
	2025.04 ~ 07	Consulting for Establishing Mid-term Plan and Performance Management Framework for Overseas Volunteer Projects
	2025.05 ~ 06	Consulting for SDGs Performance Data Management and Analysis Support for KOICA Country Partnership Programs (Phase 2)
	2025.05 ~ 27.12	Consultancy Services for Application Support and Performance Management of KOICA Public Partnership Projects
2025.07 ~ 12	Consulting for Developing Planning Guidelines and Facilitation for KOICA Signature Programmes	
2025.09 ~ 12	Study on Revitalizing Seoul's ODA and Functional Reorganization: Situation Analysis and Development of a Mid-to-Long-term Roadmap	

Teamsailors' Partners

Teamsailors' partners possess expertise in fields such as health, education, and data analysis, along with rich experience in ODA projects. A partner takes direct responsibility for each project, leading the entire process from planning to evaluation.



Inseo Cho

Specialization: Data Science & Digital Innovation, Program-Based Approach (PBA), Health Systems Strengthening (HSS)

Major Career Experience

- KOICA (2012–2024)

Education

- M.S., Computational Data Analytics, Georgia Institute of Technology
- M.S., Public Health, London School of Hygiene and Tropical Medicine
- B.A., Political Science & International Relations, Korea University



Uidon Chung

Specialization: Technical Vocational Education and Training (TVET), Industrial Policy and Talent Development, Performance Management

Major Career Experience

- Government Partnership Officer, WFP Seoul Office (2023–2024)
- M&E Specialist, UNICEF Senegal Office (2021–2023)
- KOICA HQ and Timor-Leste, DR Congo Country Offices (2011–2017)

Education

- M.A., International Development, Sciences Po Paris
- B.A., Philosophy, Soongsil University



Yeunji Ma

Specialization: International Health Policy and Program Design, Health Systems Strengthening, Primary Health Care

Major Career Experience

- Consultant, WHO Western Pacific Regional Office (WPRO) (2023–present)
- Consultant, World Bank Cambodia Office (2020–2023)
- Health Sector Coordinator, KOICA Cambodia Country Office (2018–2020)

Education

- DrPH (In Progress), Public Health, Johns Hopkins Bloomberg School of Public Health
- M.Med.Sci., Global Health, Karolinska Institutet
- B.A., Health Administration, Korea University



Mina Kim

Specialization: Innovation Ecosystems, Regional Development, Data-Based Evaluation and Policy Analysis

Major Career Experience

- Research Fellow, Portland State University (2023–present)
- Commissioned Researcher, Korea Institute of S&T Evaluation and Planning (KISTEP) (2018–2019)

Education

- Ph.D., Urban Studies, Portland State University
- M.P.A., Public Administration, Korea University
- B.A., Economics, Korea University

