BRIDGEPOINT SERVICES LIMITED
Bridging Skills, Solutions & Success

A member of the Silver Oaks Group of Companies

# COMPANY PROFILE

2026



## Practical strategy, business planning and compensation insight.

Business plans, market and feasibility studies, compensation benchmarking, training and grant writing for businesses, NGOs and institutions across Belize.



01 — WHO WE ARE

# A Belize-based partner for strategy, planning and compensation insight.

Bridgepoint Services Ltd. is a Silver Oaks Group company based in the Cayo District. We support businesses, NGOs and institutions across Belize with business plans, market and feasibility studies, compensation benchmarking, training and capacity building, project support and grant writing.

> Our promise is simple: practical advice, work done to a high standard, every figure checked, and people you can reach.

### Based in Belize

We understand the local market, business realities and institutional landscape.

### Part of the Silver Oaks Group

Clients benefit from coordinated support across strategy, finance, accounting and people services.

### From plan to implementation

We help define the work, structure the solution and support delivery with clarity.

OUR VALUES

### Excellence

High standards on every file.

### Attention to detail

Every figure checked, nothing left loose.

### Accessibility

Plain language, people you can reach.

### Professionalism

Discreet, accountable, on time.

### Who we serve

Private businesses, NGOs, development partners and public institutions across Belize.

02 — WHY CLIENTS WORK WITH US

# Why clients work with us

What sets our work apart, and why organisations across Belize come back to us.

### Belize-based and practical

We know the local market, institutions and business realities, and we shape advice your team can act on.

### Clear, management-ready reports

Findings in plain language, with every figure checked and next steps set out for boards, lenders and funders.

### Confidential handling of data

Salary, financial and organisational information is handled with discretion at every stage of the work.

### Tailored scope, responsive support

Each engagement is scoped to your question and budget, and you can reach the people doing the work.

03 — HOW WE WORK

# How we work

### 1 Scope

We clarify the objective, scope and timeline before work begins.

### 2 Gather

We collect the relevant data, documents and market inputs needed for the assignment.

### 3 Analyse

We test the information, assess the evidence and develop structured findings.

### 4 Deliver

We prepare the report, explain the findings and support practical next steps.

And we stay available after delivery, to help put the findings to work.

04 — OUR SERVICES

# What we do

Practical advisory support across strategy, projects, capacity building, pay and compensation, and grant writing.



## Strategy & Planning

Business plans, market and feasibility studies, organisational structuring and strategic advice that help organisations choose a direction and set a practical path forward.



## Project Advisory

Hands-on support to plan, coordinate, monitor and report on projects, from the first work plan to the final report.



## Capacity Building

Training, manuals and process support that strengthen people, systems and governance, and stay with your team.



PAY & COMPENSATION

## Pay Scale & Salary Structure

Job grading, pay bands and clear pay rules that support consistent, defensible decisions as you grow.



PAY & COMPENSATION

## Salary Benchmarking

Confidential, market-informed comparisons by sector and position, standard or customised, showing where your pay sits.



PAY & COMPENSATION

## Internal Equity

A review of whether work of similar value is paid fairly and consistently, with a prioritised plan to close any gaps.



## Grant Writing

Grant applications written to each funder's criteria, from the eligibility check and supporting documents to submission and follow-up.

# OUR TEAM



05 — OUR PEOPLE

31 people in two divisions, each made up of specialist departments, working together from first contact to final delivery.



**Mr. Florent Avella**
Founder & Group Director, Silver Oaks Group · Group oversight



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## DIVISION — Advisory, Research & Compensation — 15 SPECIALISTS

- **Compensation Benchmarking** — Salary surveys and market pay comparisons — 4 SPECIALISTS
- **Internal Equity** — Job grading and fair pay structures — 2 SPECIALISTS
- **Strategy, Planning & Project Advisory** — Business and strategic plans, project planning and monitoring — 2 SPECIALISTS
- **Research & Market Studies** — Market, feasibility and sector research — 2 SPECIALISTS
- **Corporate Support** — Shared Group services supporting delivery — 5 SPECIALISTS

## DIVISION — Client Services, Training & Grants — 14 SPECIALISTS

- **Client Engagement** — Proposals and client relationships — 3 SPECIALISTS
- **Grant Writing** — Proposals, submissions and funder follow-up — 1 SPECIALIST
- **Training & Capacity Building** — Workshops, manuals and system roll-outs — 5 SPECIALISTS
- **Client Operations & Administration** — Scheduling, delivery coordination and strata administration — 5 SPECIALISTS

06 — OUR CLIENTS

# Our track record

Banks, insurers, resorts, conservation trusts, NGOs, agribusinesses and growing companies across Belize and the region have worked with Bridgepoint. Our work is listed by service, with the specific assignment and year(s) for each client.

## PAY & COMPENSATION

Salary surveys, benchmarking, pay scales and internal equity · 9 client cards

### The Belize Bank Ltd

FINANCE & BANKING
**2023, 2026**

Salary benchmarking, internal equity review, role classification and pay structure (2023); follow-up market update (2026)

### Four Seasons Caye Chapel

LUXURY HOSPITALITY
**2026**

Salary, compensation and benefits survey aligned with international luxury hospitality standards

### Protected Areas Conservation Trust

STATUTORY BODY
**2026**

Compensation and benefits analysis review and pay scale review

### Caribbean Society for Human Resource Professionals

REGIONAL HR BODY
**2024**

Analytical review of the Caribbean Salary Survey (Pay Pulse 2024)

### ROE Group

BUSINESS GROUP
**2024**

Industry and organisation-specific compensation benchmarking and HR diagnostics

### RF&G Insurance

INSURANCE
**2024**

Compensation benchmarking and HR diagnostics, as part of the ROE Group study

### San Miguel Farms

AGRIBUSINESS
**2024**

Compensation benchmarking and HR diagnostics, as part of the ROE Group study

### Hidden Valley Lodge

HOSPITALITY
**2024**

Compensation benchmarking and HR advisory for hospitality operations

### SunBreeze Hotel

HOSPITALITY
**2024**

Compensation benchmarking and HR advisory for hospitality operations

## MARKET & FEASIBILITY STUDIES

Market, demand and feasibility analysis · 5 client cards

### Hilton, Belize City Project

HOSPITALITY & REAL ESTATE
**2021**

Market feasibility and investment analysis for a branded hotel development

### Marriott, Belize City Project

HOSPITALITY & REAL ESTATE
**2023**

Market feasibility and demand analysis for a branded hotel development

### Azura Resort

HOSPITALITY & REAL ESTATE
**2019, 2020**

Market and feasibility studies across Northern Two Cayes, Turneffe and Belize City

### Blue Coral Management Projects

HOSPITALITY & REAL ESTATE
**2019, 2020**

Market and feasibility studies across Northern Two Cayes, Turneffe and Belize City

### Belize Women's Seaweed Farmers Assoc.

COMMUNITY
**2025**

Business feasibility study

## SECTORS WE SERVE

Finance & banking · Insurance · Hospitality · Real estate · Agribusiness · Food & beverage · Conservation · NGOs & community · Public & donor-funded · Regional professional bodies · Automotive · Corporate

06 — OUR CLIENTS

# Our track record

## CAPACITY BUILDING & GOVERNANCE

Accounting systems, manuals, governance and training · 11 client cards

### Bowen & Bowen Holdings

FOOD & BEVERAGE
2026

QuickBooks Desktop to Online migration and implementation manual for three companies

### R&B Group Ltd

BUSINESS GROUP
2026

Financial systems capacity building: SAP Business One transition, Oracle, recipe and inventory set-up

### Ian Anderson's Caves Branch

HOSPITALITY
2026

QuickBooks Online set-up and capacity building, proposals and contracts, training materials and delivery

### Gallon Jug Estate

AGRIBUSINESS
2025 – 2026

QuickBooks Online capacity building

### Obregon Coconut Company

AGRIBUSINESS
2026

QuickBooks accounting systems training programme

### YMCA Belize

NGO
2026

Financial capacity building and QuickBooks Online transition: NPO set-up, chart of accounts, fixed assets, training

### Belize Network of NGOs

NGO NETWORK
2024 – 2025

Operations manuals, capacity building and governance support for the network and partners

### Belize Maya Forest Trust

CONSERVATION
2021 – 2025

Co-authoring of the Operations and Procedures Manual and governance frameworks

### Belize Fund for a Sustainable Future

DONOR-FUNDED
2022 – 2025

Operational and procedural frameworks aligned with donor requirements

### Turneffe Atoll Sustainability Assoc.

CONSERVATION
2026

Institutional audit and organisational assessment, with a strengthening roadmap

### Three Star Chicken Ltd

CORPORATE
2026

Basic HR training programme, including a Shops Act session, with English and Spanish manuals

## VALUATIONS & APPRAISALS

Property, resort and business valuations · 4 client cards

### Itz'ana Resort & Residences

REAL ESTATE & HOSPITALITY
2020, 2021

Valuation and appraisal services for resort and residential assets

### La Isla Resort

REAL ESTATE & HOSPITALITY
2020, 2021

Valuation and appraisal services for resort and residential assets

### OMEN Development Ltd

REAL ESTATE
2026

Market sales value appraisal report, Lot 30, Placencia

### Bravo Motors

AUTOMOTIVE
2025

Automobile dealership valuation

06 — OUR CLIENTS

# Our track record

## GRANTS & GRANTEE SUPPORT

Grant management, compliance and grantee reporting · 5 client cards

### Belize Fund, Blue Bond Unit

DONOR-FUNDED
2023 – 2025

Grant management and grant compliance for the project with Fragments of Hope and other partners

### Belize Fund for a Sustainable Future

DONOR-FUNDED
2024

Grantee capacity building: review of grant reports against Belize Fund standards

### Southern Environmental Association

BELIZE FUND GRANTEE
2024

Review of grant reports and supporting documents against Belize Fund standards

### Fragments of Hope

BELIZE FUND GRANTEE
2024

Review of grant reports and supporting documents against Belize Fund standards

### Belize Women's Seaweed Farmers Assoc.

BELIZE FUND GRANTEE
2024

Review of grant reports and supporting documents against Belize Fund standards

## FISCAL INCENTIVE APPLICATIONS

Fiscal Incentive Programme applications to BELTRAIDE

### The Ambergris Grand

HOSPITALITY & REAL ESTATE
2021

Fiscal Incentive Programme application to BELTRAIDE

### Itz'ana Resort & Residences

HOSPITALITY & REAL ESTATE
2019

Fiscal Incentive Programme application to BELTRAIDE for Plexar Capital Ltd t/a Itz'ana Resort

### The Elements, Placencia

HOSPITALITY & REAL ESTATE
2023, 2025

Fiscal Incentive Programme application to BELTRAIDE

## BUSINESS PLANS & STRATEGY

### The Elements, Placencia

HOSPITALITY & REAL ESTATE
2026

Business plan and annexes, including project financial schedules

### Protected Areas Conservation Trust

STATUTORY BODY
2026

Facilitation and development of a collaborative operational planning process

## PROCESS DOCUMENTATION

Mapping how the work gets done · 1 client card

### Blue Coral Management Ltd

HOSPITALITY & REAL ESTATE
2026

Master processes, process activity reports and Gantt charts

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## Let's start with a conversation

Book a 30-minute introductory call to talk through your needs, timeline and the right service for you.


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