

SGB Specialist – Latin America & Caribbean (LAC)



1. Background and Context

Habitat for Humanity International (HFHI) is a global nonprofit organization whose mission is to bring people together to build homes, communities, and hope, to ensure that all people have access to decent, affordable housing. Recognizing that housing outcomes are shaped not only by direct delivery but also by how markets function for low-income households, HFHI increasingly engages in market systems approaches to unlock scale and sustainability beyond project-based interventions.

Within HFHI, the Terwilliger Center for Innovation in Shelter (TCIS) leads this market-based work. TCIS strengthens housing-related market systems by supporting innovative Small and Growing Businesses (SGBs) that deliver affordable, inclusive, and climate-resilient housing solutions. TCIS's approach emphasizes systems change to address persistent market failures that constrain enterprise growth and limit low-income households' access to appropriate products and services.

TCIS uses a SGB Framework to govern engagement with strategically relevant SGBs, ecosystem actors, and capital providers as a pathway for influencing how housing systems function and improving access to affordable, resilient, and adequate housing for low-income households. TCIS currently supports a global portfolio of 130+ SGBs across 34 countries, with regional teams active in Latin America & the Caribbean (LAC), East Africa, Southeast Asia, and India. Within LAC, TCIS has prioritized four countries — Mexico, Colombia, Chile, and Peru — building on an established SGB pipeline and active ecosystem-building work already underway in the region. TCIS is now establishing a dedicated regional role to deepen this work on the ground, with a strong emphasis on strategic relationship-building and partnerships.

2. Purpose

The purpose of this consultancy is to serve as TCIS's local presence in Latin America and the Caribbean, proactively building strategic relationships, seeking partnerships and opportunities, sharing TCIS's knowledge and expertise, and supporting the organization's influence efforts across the region, while providing tailored, hands-on direct support to a select group of startups and continuing to diagnose the constraints, gaps, and opportunities shaping local housing-innovation ecosystems.

3. Role Summary

The selected consultant will support implementation of TCIS's SGB Framework through three integrated areas of work:

- (1) ecosystem engagement,
- (2) direct support to strategically relevant housing-focused SGBs, and
- (3) facilitation of pathways to capital and strategic partnerships.

All activities will be grounded in housing market systems analysis and aimed at improving housing outcomes for low-income households:

A. Regional Program Leadership. Own TCIS's regional presence and lead implementation of the SGB framework across the region, ensuring alignment with global strategy and regional architecture. Responsibilities:

- Act as TCIS's local presence in the region, leading regional implementation of the SGB framework and proactively identifying and pursuing partnership, financing, and collaboration opportunities on TCIS's behalf and in accordance with the agreed strategy.
- Conduct housing market systems analysis to identify priority housing constraints affecting low-income households, understand the actors, incentives, supporting functions, and market dynamics contributing to those constraints, and identify strategic opportunities for interventions aligned with the regional architecture and SGB framework.
- Continuously diagnose local ecosystem constraints, gaps, and opportunities affecting SGB growth and access to capital.
- Serve as a market facilitator and intermediary by helping strengthen relationships, coordination, information flows, and collaboration among ecosystem actors whose actions influence housing outcomes and enterprise growth.
- Support TCIS's influence and positioning efforts across the region, representing TCIS at forums, conferences, and industry events.

B. Ecosystem Engagement. Build and strengthen relationships and partnerships that improve ecosystem performance and advance affordable housing outcomes. Responsibilities:

- Build and sustain relationships with strategic ecosystem actors, including housing developers, construction companies, building materials suppliers, housing finance providers, investors, accelerators, entrepreneurial support organizations, and government stakeholders, and other market actors that influence housing outcomes and enterprise growth.
- Identify and cultivate partnership and financing opportunities that support ecosystem growth and impact.
- Share TCIS's knowledge, tools, methodologies, and expertise with ecosystem partners to strengthen local capacity and collaboration.
- Serve as a regional ambassador for TCIS, strengthening visibility, credibility, and influence among key stakeholders.

C. Support to SGBs: Identify and support high-potential SGBs addressing priority housing challenges through tailored technical assistance, connections, and ecosystem access. Responsibilities:

- Scout, assess, and select a portfolio of housing-focused SGBs that demonstrate a clear ability to address priority housing constraints affecting low-income households and contribute to broader market systems change.
- Work closely with selected SGBs to understand their needs and provide tailored support, including mentoring, guidance, strategic advice, and ecosystem connections.

- Facilitate access to relevant resources, partners, investors, and market opportunities that help SGBs grow and scale their impact.
- Support investment readiness, investor engagement, and capital facilitation efforts that address barriers to investment, improve investor confidence, and strengthen pathways to appropriate forms of capital.
- Monitor SGB progress, challenges, and outcomes to ensure support remains responsive and effective.

D. Continuous Learning and Improvement: Generate insights and evidence from regional implementation to strengthen TCIS's global approach, knowledge base, and sector positioning. Responsibilities:

- Feed regional implementation learning, ecosystem intelligence, market signals, outcomes, and evidence into the refinement and adaptation of the global SGB framework and broader TCIS market systems approach.
- Document lessons learned, emerging trends, and good practices from regional activities and partnerships.
- Generate strategic content, case studies, and knowledge products to capture impact and support organizational learning.
- Contribute to sector positioning, thought leadership, and communications materials that elevate TCIS's profile and influence.

4. Expected Results

A. Regional Program Leadership

- Demonstrate understanding of priority housing constraints, ecosystem actors, supporting functions, and capital dynamics across the four focus countries, with evidence that this analysis informs partnership development and SGB selection decisions.
- Maintain an up-to-date understanding of housing market systems, ecosystem dynamics, and priority constraints across the four focus countries.
- Continuously identify and assess ecosystem opportunities, barriers, and market gaps affecting startup growth and access to capital.
- Lead effective implementation of the regional SGB framework in alignment with TCIS's global strategy and regional architecture.
- Identify and advance strategic opportunities for TCIS, including partnerships, financing, investment, and collaboration opportunities.
- Ensure regional insights, opportunities, and implementation outcomes are systematically incorporated into TCIS's global planning and framework refinement processes.

B. Ecosystem Engagement

- Maintain an updated map of strategic ecosystem actors and opportunities across the four priority countries.
- Build and sustain relationships with investors, corporates, accelerators, government stakeholders, and supply chain actors, including at senior and executive levels.
- Represent TCIS at regional events, industry forums, and stakeholder engagements, strengthening TCIS's visibility, influence, and positioning.
- Share TCIS's knowledge, tools, and expertise with ecosystem actors to strengthen ecosystem capacity and collaboration.
- Broker meaningful connections between startups, corporates, investors, and other ecosystem stakeholders.
- Conduct basic due diligence and risk screening on prospective partners to support informed engagement decisions.

C. Support to SGBs

- Scout, assess, and select startups for tailored support based on alignment with TCIS's investment thesis, housing priorities, and ecosystem needs.
- Diagnose startup needs and continuously assess strategic fit and support requirements.
- Provide mentoring, guidance, and connections to resources, partners, and capital providers that enable startup growth and impact.
- Support pilot development, validation efforts, and ecosystem linkages in coordination with the global SGB team.
- Maintain an active portfolio of supported startups demonstrating progress toward agreed business growth, market expansion, capital readiness and housing impact objectives.

D. Continuous Learning, Knowledge Management & Improvement

- Document implementation learnings, ecosystem trends, and emerging opportunities from across the region.
- Develop case studies, impact stories, executive presentations, and sector communications materials that capture results and lessons learned.
- Contribute regional intelligence, evidence, and recommendations to the SGB Sharing & Learning Group and broader organizational learning processes.
- Generate actionable insights that strengthen future ecosystem interventions, startup support approaches, and partnership strategies.
- Support thought leadership and sector positioning efforts by translating regional experience into practical knowledge products.

E. Reporting & Accountability

- Submit monthly progress updates covering ecosystem engagement, strategic partnership development, startup portfolio support, and emerging opportunities.
- Deliver quarterly consolidated reports summarizing key results, lessons learned, ecosystem trends, opportunities identified, and recommendations for strengthening both the regional ecosystem and TCIS's positioning.
- Maintain accurate records of stakeholder engagement, startup support activities, partnership development, and program outcomes.

5. Desired Profile

Education

- University degree in Business Administration, Economics, Engineering, Innovation, Entrepreneurship, International Development, or a related field
- Postgraduate studies desirable

Experience

- **At least 7 years** of experience in innovation, entrepreneurship, strategic partnerships, or ecosystem building
- Experience working with startups, companies, business support organizations, or investors — including senior-level/executive relationship management
- Experience coordinating multi-sector projects and managing partnerships
- Experience in affordable housing, financial inclusion, or market development highly valued

Competencies

- Excellent relationship-building and networking skills
- Strong facilitation and multi-stakeholder coordination skills
- Strategic thinking and results orientation
- Outstanding oral and written communication
- Ability to work autonomously in a dynamic regional environment
- Strong organizational skills, able to manage multiple priorities

Languages

- Fluent Spanish
- Advanced English

6. Duration, Location & Travel

- **Estimated duration:** 12 months, renewable based on performance and funding
- **Target start date:** TBC
- **Modality:** remote, based in Mexico, Colombia, Chile, or Peru (Colombia or Peru preferred)
- **Regular travel expected within the region:** ~40–50% of time; international travel outside LAC not anticipated as a core part of the role

7. Reporting Line

- Reports to: LAC Regional Director, TCIS, with a dotted line to Global Associate Director, SGB Framework, TCIS
- Works in close coordination with the regional team, in-country SGB stakeholders, and peer SGB leads in other regions

8. Fees & Payment

- Maximum available budget: USD 50,000 taxes included
- Monthly payment against submission and approval of the monthly progress update

9. Data Protection & Safeguarding

The consultant shall comply with HFHI's data protection, privacy, and safeguarding policies, and applicable data protection laws. Any personal or sensitive data collected, accessed, or generated in the course of this engagement — including information on SGBs, ecosystem contacts, or beneficiaries — shall be used solely for the purposes of this engagement, handled with appropriate confidentiality and security, and not retained or shared beyond what is strictly necessary. The consultant is required to complete mandatory safeguarding induction training (and annual refreshers, if the engagement is renewed) and to uphold Habitat's Code of Conduct, helping to prevent harassment, sexual exploitation, and abuse, and safeguarding the rights of beneficiaries and community members — particularly children and adults at risk. Any suspected data breach or safeguarding concern must be reported promptly per HFHI's internal protocols.

10. How to Apply

Interested candidates should submit:

- Updated CV
- Cover/interest letter
- Economic proposal (proposed monthly/quarterly rate)
- Two professional references, including contact details
- Submit proposals to nrosas@habitat.org until September 11th 2026

11. Why Join

This is an opportunity to work at the intersection of innovation, entrepreneurship, impact investment, and affordable housing — building relationships with leading regional actors to develop solutions with the potential to transform housing access for families across Latin America and the Caribbean. You will lead the implementation of TCIS's regional SGB strategy by strengthening housing ecosystems, building strategic partnerships, supporting high-potential SGBs, and generating actionable insights that inform continuous improvement and global framework development. The role serves as TCIS's primary regional representative, advancing affordable housing outcomes through ecosystem engagement, enterprise support, and evidence-based learning.