



Centre for Affordable Housing Finance in Africa

JOB DESCRIPTION	
1. JOB TITLE	Investment Catalyst
2. DIVISION	Market Development & Support
3. REPORTING TO	Executive Director

JOB DETAILS	
Purpose	
<p>The Centre for Affordable Housing Finance in Africa (CAHF) has been operating as an independent think tank in South Africa since May 2014, pursuing its mission of making Africa’s housing finance markets work. It grew out of the housing finance theme of the FinMark Trust, where its research and advocacy programme began in 2003. CAHF’s work extends across the continent, and it is supported by and collaborates with a range of funders and partners.</p> <p>CAHF brings information to the market place to enable stakeholders in the public and private sector to make policy and investment decisions in favour of improved access to affordable housing. Our emphasis is on the role that finance plays in realising this, and we champion market intelligence—data, market analytics and research—to stimulate investor interest and to support better policy. We are highly networked and engage with stakeholders at the local, national, regional, continental and global levels to support the realisation of investment towards affordable housing in Africa.</p> <p>Vision: An enabled affordable housing finance system in countries throughout Africa, where governments, business and practitioners work together to provide a wide range of housing options accessible to all.</p> <p>Mission: To make Africa’s housing finance markets work, with special attention to access to housing finance for the poor, through the dissemination of research and market intelligence, the provision of strategic support, and ongoing engagement in both the public and the private sector; supporting increased investment, cross-sector collaborations and a market-based approach.</p> <p>Goal: To see an increase of investment in affordable housing and housing finance throughout Africa—more players and better products, with a specific focus on the poor.</p> <p>All of CAHF’s work is directed at shifting investor interest towards the much larger market of the emerging middle class in urban areas across Africa, and using this to champion both improved housing conditions and economic growth, while also addressing inequality with the asset potential that housing offers.</p> <p><i>CAHF is also the Secretariat to the African Union for Housing Finance (AUHF).</i></p> <p>The Investment Catalyst will lead CAHF’s Market Development & Support Division, working towards the realisation of CAHF’s overall goal for an increase in investment in affordable housing and housing finance throughout Africa. To this end, the Investment Catalyst will engage with the entire housing value chain, from land and infrastructure through to construction and sale or rental, and the entire finance value chain, from lender through to investor, to connect parties in order to catalyse relationships that lead to a sustainable affordable housing finance sector in Africa. A senior position, the Investment Catalyst will be responsible for assimilating CAHF’s work and approach (its theory of change) and conveying this among senior housing finance practitioners in the public and private sectors across the continent and more broadly among the investment community globally. The Investment Catalyst will also be responsible for identifying market constraints, and with the CAHF team, developing strategic approaches for overcoming or otherwise addressing these.</p> <p>The Investment Catalyst will participate as a senior staff member of the CAHF team. The work involves developing an approach to “catalysing investment in affordable housing”, framing this in a divisional strategy and business plan, and implementing this in support of the achievement of CAHF’s overall goal. It will involve engaging directly with practitioners in the housing sector and investors (both public and private), at a local, regional, continental and international level, to establish their needs, identify points of connection, and facilitate increased engagement and ultimately investment in affordable housing in Africa. The Investment Catalyst will be known for their expertise in identifying and supporting relevant and impactful housing investments. It further involves support to the members of the African Union for Housing Finance, as a key target of the market development and support efforts that CAHF undertakes.</p>	

Key Result Areas	Outputs
Develop division strategy and business plan for market development & support	<ul style="list-style-type: none"> • With the CAHF team, develop division strategy to support an enhanced investment environment within Africa’s housing finance sector that anticipates or responds to market opportunities, leverages CAHF’s assets and expertise, providing innovation to the market and supporting CAHF’s overall strategic direction. • Establish clear theory of change and ensure that programmes and activities as set out in the strategy respond to this framework • Define division business plan to deliver strategy and realise theory of change, including specific objectives and clear deliverables • Review and update strategy, theory of change, and business plan on an ongoing basis to respond to experience and emerging opportunities, and to ensure relevance
Implement market development & support strategy and business plan	<p>Market & Policy analysis</p> <ul style="list-style-type: none"> • Stay abreast of market developments, opportunities and challenges. Maintain environmental knowledge, identifying and evaluating potential impacts, influences, risks and opportunities that shape the affordable housing finance environment, with particular emphasis on the countries in which CAHF is particularly involved • Build and maintain library of relevant policies and regulations across Africa, identifying innovative practice and opportunities for cross-border sharing • Maintain expert policy knowledge. Track policy changes and success of influencing • Identify affordable housing Investor and Developer stakeholders. Compile and maintain a database of these players. Monitor and refine regularly. • Communicate back to CAHF team members as needed on relevant sector or industry trends, events or updates, market or policy shifts, appointments and areas of inquiry. <p>Engagement & Support</p> <ul style="list-style-type: none"> • Build sustainable and resilient relationships with stakeholders in public, private, and NGO sectors; at local, national and where relevant, regional levels, understanding their needs and objectives. • Develop approaches to respond to stakeholder needs either directly, or through facilitating collaboration among them • Identify affordable housing finance sector Champions at the local level and develop an approach to gear their capacity towards realising CAHF objectives • Create productive networking opportunities that lead towards enhanced market functioning • Work with country or local-level partners to implement national or local strategies for promoting affordable housing finance sectors <p>Deal facilitation</p> <ul style="list-style-type: none"> • Understand lenders’ and developers’ financing needs and communicate these among the investment community – giving special attention to the members of the African Union for Housing Finance • Develop and implement an approach to inform and support matching of projects, investors and developers • Act as a networker, matchmaker, bringing together investors with lenders and developers • Stay abreast of the investment environment, monitoring investors, their targets and their investments, and identifying opportunities arising from this practice <p>Policy Influencing</p> <ul style="list-style-type: none"> • Build relationships with key policy stakeholders, with a specific emphasis on key CAHF countries • Provide policy advice and guidance to policy stakeholders and influencers as well as any other clients or stakeholders • Lobby to influence policy changes that support the delivery of the increased investment in affordable housing in Africa • Advocate CAHF and its objectives with policy stakeholders
AUHF Support	<ul style="list-style-type: none"> • Provide support to the AUHF coordinator in developing and implementing the AUHF annual strategy and implementation plan • Engage with AUHF members regarding their specific investment needs • Build sustainable and resilient relationships with AUHF members and country representatives
Participate as a senior staff member of the CAHF team	<p>Participate in CAHF Strategy development</p> <ul style="list-style-type: none"> • Participate in defining CAHF annual strategy, bringing expertise from the division’s approach to bear. • Align Market Development & Support division strategy with CAHF strategy

Key Result Areas	Outputs
	<ul style="list-style-type: none"> Report on key issues arising in the environment that might influence overall CAHF strategy and approach, as required Provide advice, support and insight to CAHF colleagues to support the achievement of their deliverables and the achievement of the broader CAHF strategy Feedback market insights to CAHF strategic development process, specifically identifying research or products that CAHF might develop and offer to further its mission and goals in the market. <p>Deliver core products and services</p> <ul style="list-style-type: none"> Oversee the implementation of, or deliver directly, the programmes and projects identified within the division business plan Ensure effective and efficient delivery, including the financial, human and technological allocation of resources, timelines, negotiation of deliverables and final work products; Work collaboratively with partners in the sector, to gear CAHF capacity. Manage the procurement and delivery of outsourced service providers Propose, manage, and report on division budget, proposing adjustments as required given the evolving environment Regularly review outcomes and approaches, maximising opportunities as they arise and making refinements where necessary for maximum impact. Develop and implement a monitoring and evaluation framework to track, monitor, and report on all divisional activity, not limited to KRA's and defined outputs. Specifically track success of introductions, investments, projects, etc., in which CAHF has been involved. Supervise any additional staff or consultants as may be appointed to the division Report on all KRAs and outputs, as well as regular progress, to the ED

REQUIREMENTS	
<p style="text-align: center;"><u>Qualifications</u></p> <ul style="list-style-type: none"> Master's degree in related discipline, including finance, housing, public policy, economics and banking. 	<p style="text-align: center;"><u>Experience</u></p> <ul style="list-style-type: none"> 7-10+ years networking and deal making experience in the financial sector 7-10+ years policy engagement and influencing experience 7-10+ years housing sector experience 15 years financial sector experience
ATTRIBUTES	
<ul style="list-style-type: none"> Master networker within African Housing Finance Sector Deal-maker – recognizing ideal relationships that positively influence the sector towards CAHF mission, able to follow through to completion Housing finance technical competence and credibility Well respected in the field, able to engage directly with senior staff in other organisations Understand the whole housing finance value chain from investment to end user finance Responsive to the industry changes and ability to flex and shift appropriately, responding to opportunity Curious about factors that influence the sector and utilize these in problem solving and idea generation Able to work independently, opportunistic and entrepreneurial; Comfortable maintaining accountability with autonomy; Fluency in English; proficiency in French and Portuguese a plus Excellent writing skills 	

APPROVAL	
MANAGER: _____ SIGNATURE: _____ DATE: _____	EMPLOYEE: _____ SIGNATURE: _____ DATE: _____

Apri 2017