

Senior Private Sector Engagement Consultant: Commercialization and Deal Origination

CARE Philippines | Milestone-based consultancy | Initially six months, ending no later than June 30, 2027

1. Background

CARE treats private sector engagement as mission work first and a revenue opportunity second. For the women, youth and smallholder enterprises CARE Philippines works with, fair access to buyers, markets and value chains is part of the development outcome itself. The revenue this brings is real and welcome, and it sits alongside the impact.

The Philippines was reclassified as an upper-middle-income country effective July 1, 2026. This sharpens the need for CARE Philippines to diversify beyond conventional grants toward commercial partnerships, domestic private capital and earned revenue. Under its 2026-2030 Country Strategy, CARE Philippines is shifting from project implementer to technical partner and systems orchestrator.

The market case is credible. Companies in the Philippines need resilient supply chains, last-mile implementation, credible inclusion outcomes and measurable social impact. CARE Philippines brings assets they cannot easily build themselves: trusted community access, organized producer enterprises, technical assistance, local government relationships, inclusion expertise, and evidence from complex, climate-exposed settings.

This consultancy is the second stage of a deliberate two-stage investment. In May 2026, CARE Philippines has commissioned a Public and Private Sector Partnerships Strategy and Framework consultancy to produce a prioritized opportunity matrix, partner segmentation, partner-specific value propositions, a governance and risk framework, partner profiling and tracking tools, and an implementation roadmap. That work set the direction. This assignment turns it into deals.

2. Objective

To help CARE Philippines originate, structure, and close private sector partnerships that bring new revenue or co-investment, primarily through fee-for-service and implementation partnership arrangements. The work is anchored in the Corporate (Commercial) and Implementation Partnership pathways of the CARE Private Sector Engagement Framework.

The consultant works as an embedded deal partner alongside the Country Director and the Head of Resilient Livelihoods and Economic Growth. The job is to take one or two strong

CARE assets to market, validate that companies will pay for them, and convert that demand into agreements. A named partner, a defined scope, and a signed or formally approved agreement are the unit of success.

Targets by June 30, 2027:

- One signed or formally approved private sector agreement.
- One additional opportunity in advanced negotiation.
- A qualified pipeline of five to eight accounts, with no more than three pursued actively at any one time.
- CARE Philippines staff leading account meetings, follow-up, and negotiation by the final two months of the contract.

3. Starting point and initial use case

The consultant starts from the outputs of the Public and Private Sector Partnerships Strategy and Framework consultancy. No new mapping is required. At inception, CARE Philippines will share the opportunity matrix, value propositions, governance framework and tools, together with program evidence and producer enterprise data.

Priority CARE assets sit under the SUSTAIN and RISE pillars of the Country Strategy: climate resilience, inclusive value chains, enterprise development, last-mile access, and impact assurance.

One initial live use case is an inclusive-sourcing opportunity in Cebu and the wider Visayas, linking women-, youth- and smallholder-led producer enterprises with hospitality and food-service buyers. For buyers, the value lies in supplier readiness and traceability. For producers, it lies in fair market access and resilience. This is a priority hypothesis to test with buyers, and no partnership has been agreed. Shortlisted candidates will receive a fuller brief under a nondisclosure agreement.

4. Scope of work

The consultant will deliver the following, organized by stage. Stages 4 and 5 overlap in the final months.

Stage 1. Inception and 90-day deal plan (first 30 days)

- Take part in a structured handover of the June 2026 strategy outputs with the CARE deal team, and review program evidence and producer enterprise data.

- With the Country Director and the Head of Resilient Livelihoods and Economic Growth, select one or two CARE assets to take to market, using the opportunity matrix as the starting list.
- Produce a 90-day deal plan naming target accounts, budget holders, access routes, the hypotheses to test, and go/no-go criteria.
- Set up the pipeline tracker in CARE-owned systems, building on the tracking tools from the strategy phase.

Stage 2. Buyer validation and 60-day gate (days 31 to 60)

- Test demand and willingness to pay directly with corporate budget holders in commercial, procurement, sustainability and implementation functions.
- Refine each offer on the strength of what buyers say: scope, value to the company, pricing logic, and the impact case for communities.
- Qualify a pipeline of five to eight accounts. Each entry names the decision-maker, the business problem, CARE's offer, the likely budget source, the decision process and the next step.
- Present a validation report to the Country Director and Senior Management Team recommending go, pivot or stop for each offer and priority account.

Stage 3. Packaging, pricing and proposals (month 3)

- Package validated offers into market-ready services: a one-page offer, pitch deck, service description, pricing structure and full costing prepared with Finance to reflect cost recovery and CARE policy.
- Secure introductions to budget holders and lead or co-lead pitches, with CARE staff present in every substantive company meeting.
- Draft tailored proposals for active accounts, with no more than three pursued actively at any one time.
- Coach the Development Portfolio Coordinator and deal team through outreach, pitching and follow-up so the discipline stays with CARE.

Stage 4. Negotiation, due diligence and agreement (month 4)

- Support scope negotiation, fee structuring, and agreement drafting. Structures may include retainers, per-unit or per-enterprise fees, milestone payments, co-investment or grants, depending on the partner.
- Support CARE's partner due diligence and bring Legal and Finance in early on pricing, tax, liability and contract terms.

- Move at least one agreement to signature or formal approval and one more to advanced negotiation.
- Where a conversation opens toward blended finance, originate the opportunity and refer structuring to Finance.

Stage 5. Transition and handover (final two months)

- Hand the lead on account meetings and follow-up to the CARE focal point, shifting to coaching and quality assurance.
- Prepare a handover dossier for every active opportunity covering status, value, decision process, risks, contacts and next actions.
- Document learning and reusable tools that CARE Philippines can share with other CARE country offices.
- Recommend whether CARE Philippines should keep a fractional model, absorb the function into an existing role, or recruit longer-term capacity, based on demonstrated returns.

5. Deliverables and payment schedule

Payments are released on acceptance of each milestone by the Country Director. Indicative timing assumes a start date of November 1, 2026 and will be fixed at contracting.

- **Milestone 1 (end of month 1), 15%:** inception report, 90-day deal plan, and pipeline tracker live in CARE systems.
- **Milestone 2 (day 60), 20%:** validation gate report with go, pivot or stop recommendations and a qualified pipeline of five to eight accounts.
- **Milestone 3 (end of month 3), 25%:** one or two market-tested, fully costed offers with pitch, proposal and costing materials, and proposals submitted to priority accounts.
- **Milestone 4 (end of month 4), 20%:** deal progression report showing negotiation and due diligence status for each active account, with draft terms for the lead opportunity.
- **Milestone 5 (contract end, no later than June 30, 2027), 20%:** handover dossiers, contracting and due diligence templates, coaching log, and close-out note with the transition recommendation.

The consultant also provides a one-page pipeline update ahead of each monthly Senior Management Team checkpoint.

Signed agreements are the headline target and the main measure of performance. The fee carries no success fee, commission or bonus linked to deal value or signature. This keeps every agreement judged on fit with CARE's mission, risk appetite and nonprofit status.

6. What this consultancy does not cover

- PSE strategy writing, landscape, or ecosystem mapping, and workshops.
- Pilot implementation, operational infrastructure, or subsidy of a commercial pilot.
- Design or management of for-profit structures, debt or equity vehicles. These sit with CARE's CFO and Finance. Any design that drifts toward them is escalated, and the work stays within CARE's nonprofit form.
- Commitments on CARE's behalf. The consultant may not agree pricing, sign, or commit CARE to any term without written approval from the Country Director.

7. Duration and level of effort

Initially for 6 months, starting no later than November 1, 2026 and ending no later than June 30, 2027. The role is fractional, at a full time equivalent of 100 days, confirmed at contracting. Effort is expected to be heavier during buyer validation and negotiation.

The consultant is based in the Philippines, working with the team in Quezon City and traveling to major cities and other program areas as deals require. Limited domestic travel essential to buyer meetings is reimbursed separately under CARE travel policy and must be approved in advance.

8. Management and ways of working

- The consultant reports to the Country Director, who is executive sponsor for priority accounts, with a dotted line to CARE's Regional Program Excellence and Partnerships Lead.
- The Head of Resilient Livelihoods and Economic Growth is the day-to-day focal point. A small deal team from programs, program quality and MEAL, finance, operations and communications provides evidence, costing and technical inputs.
- A bi-weekly 30-minute pipeline review with the focal point, and a monthly Senior Management Team checkpoint for go/no-go decisions.
- Account ownership is joint from day one. CARE staff join every substantive company meeting.
- All contacts, account histories, materials and next steps are recorded in CARE-owned systems and remain CARE property.

- Through the Country Director, the consultant can draw on CARE USA's Economic Growth and Private Sector Engagement team, including fee-for-service and agricultural supply chain leads, and coordinates with CARE on any company that CARE already engages at global level.

9. Standards and safeguards

- **Conflict of interest:** disclose any current or recent paid relationship, board seat or financial interest involving a target company or its competitors, before contracting and whenever one arises. The consultant does not represent another client in the same account during the contract.
- **Integrity:** comply with CARE's safeguarding, anti-fraud, and anti-bribery and corruption policies. No gifts, hospitality or inducements to company staff or public officials on CARE's behalf.
- **Confidentiality and data:** sign a nondisclosure agreement and handle contact and producer enterprise data in line with CARE policy and the Philippine Data Privacy Act of 2012.
- **Partner due diligence:** every prospective partner completes CARE's due diligence before any agreement is signed.
- **Fair terms for communities:** offers involving producer enterprises or community groups are developed with them, and the terms must work for them as well as for the buyer.

10. Required qualifications

- A verifiable record of personally originating and closing paid B2B, fee-for-service or shared-value agreements with companies in the Philippines.
- Direct access routes to corporate budget holders in commercial, procurement, sustainability or CSR functions.
- Experience packaging and pricing services, writing commercial proposals, and negotiating terms such as retainers, per-unit fees and milestone payments.
- Pipeline discipline and follow-through across long corporate decision cycles.
- Ability to coach staff in outreach, pitching and negotiation. Capability transfer is a deliverable.
- Based in the Philippines.

11. Desired qualifications

- Knowledge of food supply chains, sourcing or supplier development, especially in hospitality, food service, agribusiness or retail.
- Networks in Philippine business and sustainability circles, chambers of commerce or industry associations, including in Cebu and the Visayas.
- Familiarity with inclusive business, producer enterprises, smallholders or last-mile community settings.
- Working knowledge of Filipino. Cebuano is an advantage.

12. Application and selection

Interested consultants should send the following to phl.procurement@care.org by September 30, 2026:

- CV.
- Evidence of at least two agreements you personally closed with companies, stating the counterparty (or sector, if confidential), your role, the structure and the approximate value.
- A one-page note on your access routes into the sectors most relevant to this assignment.
- Financial proposal with daily rate and estimated days. Travel is costed separately.
- Two references, at least one from a commercial client.

Shortlisted candidates will receive a brief on the live use case under a nondisclosure agreement and present a 90-day plan (no more than two pages) at interview. Reference checks will verify the deals claimed.

Indicative weighting: verifiable closed-deal evidence 40%, corporate access routes 25%, quality and realism of the 90-day plan 25%, financial proposal 10%. Sector breadth and written methodology carry less weight than a proven ability to open doors and close.