



connective

Connected, empathetic and accessible social services.

Consultant RFQ: Data & Product Analyst, Disaster Recovery

Request for Qualifications to join a dedicated pool of vetted disaster recovery consultants.

Connective is building a bench of experienced data professionals who can step in quickly if a major disaster strikes in 2026 or 2027. We are seeking **Data & Product Analysts for Disaster Recovery** who can support responses in disaster-impacted communities by transforming messy, multi-source data into clear operational intelligence.

This is a contingency-based consultant role. By submitting your qualifications and completing the interview process, you are joining a dedicated pool ("bench") of vetted disaster recovery professionals. Prior to an active deployment, there is no active work commitment or funding. When a major disaster occurs in 2026 or 2027 and Connective activates a response, selected members of this pool will be contacted immediately to confirm availability and fully initiate a full-time engagement for the duration of that recovery effort.

About Connective

Getting assistance is harder than it should be, and the process of asking for help is often dehumanizing and stressful. With the mounting risk of climate disasters and increasing economic pressures on low-income communities, social services are struggling to keep up. That's why we're here.

Connective is a Houston-based technology, design, and collective action nonprofit. Our mission is to transform social services into a more connected, empathetic, and accessible system. We do this by designing and delivering human-centered programs, building cutting-edge technology tools for service providers, and leading community-wide change. We envision a future where the next crisis is not an emergency, where communities are prepared, adaptable, and equipped with the tools they need when it matters most. Together with our partners, we harness the power of connection to turn barriers into bridges and expand access for all.

About You

- **Data Quality Champion:** You possess the discipline and rigor to maintain clean, well-documented, and auditable data in fast-moving conditions where speed and chaos are the norm.

- **Operational Translator:** You excel at translating complex, messy data structures and analytical findings into clear, decision-ready outputs for non-technical leadership and philanthropic partners.
- **Comfortable with Ambiguity:** You thrive when data is incomplete, definitions are contested, and the program itself is still being built, using your problem-solving skills to find a path forward.
- **Analytical Problem Solver:** You don't just pull data; you use quantitative and geospatial analysis to proactively uncover operational bottlenecks, inequities, and real-world failure points.
- **Systems & CRM Minded:** You understand how workflows map to case management technology, particularly Salesforce, and are adept at identifying and resolving data integrity issues within CRM environments.

What You'll Do

1. Data Integration, Cleaning, and Quality Assurance

You will rapidly establish data order in the wake of a crisis, ensuring Connective and its partners operate from a baseline of reliable data.

- **Infrastructure Assessment:** Rapidly assess the state of data infrastructure available in the disaster context, including external agency data, FEMA databases, and other community sources, to identify what is reliable, what is missing, and what needs remediation.
- **Data Consolidation:** Clean, join, and consolidate program data from multiple disparate sources, including Salesforce, spreadsheets, and partner systems.
- **Validation & Auditing:** Build proactive data validation processes to catch integrity issues early and maintain clean, auditable datasets throughout the recovery.
- **Data Governance:** Champion responsible data practices, including supporting data sharing agreements, consent processes, and information security controls.
- **Data Stewardship:** Safeguard PII and sensitive client data by following data security best practices, including access controls, secure storage, and minimum-necessary use standards.

2. Quantitative Analysis and Operational Insight

You will use data as a strategic tool to optimize program delivery, track performance, and ensure equitable resource distribution.

- **Program Diagnostics:** Perform quantitative analysis to inform program strategy, including household-level analysis, throughput tracking, bottleneck identification, and budget pacing.
- **Equity & Failure Analysis:** Use data to proactively identify operational failure points, inequities in service delivery, and gaps between program design and real-world outcomes.

- **Reporting & Compliance:** Support grant reporting and compliance documentation with accurate, well-sourced analysis.
- **Strategic Synthesis:** Translate analytical findings into clear, decision-ready outputs for Connective leadership, community foundation partners, and funders.

3. Visualization, Mapping, and Reporting

You will build the visual operating picture that helps diverse stakeholders understand where need is concentrated and how conditions are changing.

- **Geospatial Analysis:** Build geospatial maps to support damage assessment interpretation, program planning, and public communication, using platforms such as ArcGIS, QGIS, or Google Earth Pro.
- **Spatial Storytelling:** Translate spatial data into clear visual operating pictures that help community institution partners, program managers, and funders understand where need is concentrated, where programs are and are not reaching, and how conditions are changing over time.
- **Performance Dashboards:** Build dashboards that communicate program performance to a range of audiences: internal operations staff, leadership, funders, and the public.
- **Reporting Architecture:** Define the minimum viable reporting package for leadership and funders, then improve it as data stabilizes over the course of the recovery.
- **Automation:** Use tools such as Tableau, Power BI, or Salesforce reporting to deliver automated, repeatable reporting outputs.

4. CRM and Systems Integration Collaborator

You will partner with technical and product teams to ensure our core systems accurately reflect and support on-the-ground operations.

- **Workflow Alignment & Optimization:** Work with Connective's Product & Data team to align and optimize data workflows with the case management and technology stack (typically Salesforce and related tools).
- **CRM Data Health:** Identify data issues within Salesforce and develop solutions to maintain database performance and data accuracy.
- **Salesforce Configuration:** Work with Connective's Product & Data team to inform Salesforce configuration as needed, including custom fields, validation rules, workflow rules, and reporting.
- **Requirements Gathering:** Help translate program team data needs into clear product requirements and provide continuous feedback to ensure CRM functionality supports operational goals.

5. Documentation and Continuous Improvement

You will build the technical scaffolding that ensures our data infrastructure is durable, transparent, and transferable.

- **Knowledge Management:** Maintain clear documentation of data sources, transformation logic, and analytical assumptions so that the work is transferable and auditable.
- **Version Control:** Track changes to data structures, reporting requirements, and program parameters over time, and manage version control of key analytical outputs.
- **Risk Mitigation:** Identify data-related operational risks early (missing data, misaligned definitions, reporting gaps) and propose mitigation strategies.

Qualifications

- **Experience & Education:**
 - 4+ years of relevant experience in data analysis, business intelligence, or program analytics, ideally in social services, government, nonprofit, or consulting contexts.
 - Bachelor's degree in a related field (Information Systems, Public Administration, Sociology, Data Science, or similar) — or equivalent combination of certification and work experience.
- **Required Qualifications:**
 - Strong interest in improving how vulnerable communities access social services
 - Power user in at least one of these technologies: Microsoft Excel, Python, R, or SQL
 - Power user in a data visualization tool such as Tableau or Microsoft Power BI
 - Advanced proficiency with Microsoft Excel for complex data analysis (data cleansing, consolidation, nested logic)
 - Experience with Salesforce data mining and analysis
 - Ability to build tabular and graphic reports as needed
 - Demonstrated history of quickly learning and adopting new data tools
 - Excellent communication skills with proven track record in collaborative environments
 - Exceptional organizational skills and ability to prioritize multiple projects
 - Demonstrated ability to think big picture while managing detailed work
 - Comfort with ambiguity: the ability to work productively when data is incomplete, definitions are contested, and the program is still being built.
 - Ability to travel to the affected community on occasion.
- **Preferred Qualifications**
 - Hands-on Salesforce administration experience, ideally with Non-Profit Success Pack (NPSP)
 - Knowledge of custom fields, validation rules, workflow rules, and process flows in Salesforce
 - Experience building programs and processes within Salesforce
 - Background in human-centered design and agile methodologies
 - Experience in nonprofit or social services sector

Compensation, Travel & Work Requirements

- **Compensation:** Activated Data Analysts will receive a \$7,000 to \$9,000 monthly retainer, depending on depth of experience and unique qualifications. Retainers will start with a 3 month term that may be amended and extended based on the scope of work after the initial term. Candidates should be prepared to discuss their specific requirements during informational interviews so rates are pre-negotiated before activation is necessary.
- **Travel Expectations:** The data analyst may have occasional travel to the disaster locale during the first 3 months of activation.
- **Equipment:** The Consultant shall be solely responsible for providing, maintaining, and operating all computer hardware, software, telecommunications equipment, and other tools or technical resources necessary to perform the services outlined under this Agreement. The Consultant represents and warrants that all personal and professional equipment utilized in the execution of the services is secure, properly licensed, and compliant with standard data security and privacy protocols.
- **Come as You Are:** Connective is firmly committed to building a diverse team that reflects the communities we serve. We value your unique experiences and strongly encourage people of color, LGBTQ+ individuals, women, minorities, people with disabilities, system-impacted people, veterans, and people of all ages to apply. Connective is an equal opportunity employer.

How To Apply

If you are interested in applying, email info@connectivetx.org with the following information:

- The position title you are interested in.
- A short paragraph (max 200 words) explaining why you are interested in the **Connective Consultants: Data & Product Analyst, Disaster Recovery** position.
- A current resume or CV.

Based on the information shared via email, Connective may contact candidates for informational interviews with the Connective team. If, after these interviews, joining the bench of professionals for 2026 and 2027 is mutually agreeable, Connective will then negotiate and draft a scope of work and contract with the consultants that can be easily activated in the event of a disaster.