



connective

Connected, empathetic and accessible social services.

Consultant RFQ: Sr. Activation Lead, Disaster Recovery

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

Connective is building a bench of **Senior Activation Leads for Disaster Recovery** to serve as the primary liaisons between Connective and community institutions—such as place-based foundations and local government entities—in disaster-impacted communities. These roles are designed for strategic leaders who can be first into a community after a disaster strikes, establishing critical relationships, setting the operating rhythm, bringing key partners to the table, and helping local leadership navigate effective recovery before implementation complexity sets in.

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

- **Ecosystem Navigator:** You possess a deep understanding of how to navigate complex cross-sector environments, seamlessly bridging the gaps between local government, philanthropy, nonprofits, and federal/state systems.

- **Trusted Relationship Builder:** You have a proven track record of establishing high-trust, senior-level client and community relationships quickly and holding them steady under intense pressure.
- **Strategic & Action-Oriented:** You have strong strategic judgment but are energized by translating high-level strategy into immediate, concrete action within fast-moving, ambiguous, and post-disaster environments.
- **Data-Informed Decision Maker:** You confidently leverage data and on-the-ground metrics to guide leadership decisions, while remaining practical about real-world data quality and staffing constraints.
- **Compelling Communicator:** You excel at facilitation, presenting complex tradeoffs, and managing highly sensitive or difficult conversations with diverse recovery stakeholders.

What You'll Do

1. Relationship Leadership & Trust-Building

Serve as Connective's primary on-the-ground strategic lead and relationship owner with the local community institution.

- **Primary Liaison:** Act as the central point of contact between Connective leadership and the local institution's executive suite. Represent Connective professionally and credibly in meetings with local leaders, funders, and recovery stakeholders.
- **Establish Norms:** Set early operating cadences, communication pathways, and decision-making workflows with local leadership.
- **Ecosystem Engagement:** Build and maintain durable, trusting relationships across local governments, funders, nonprofits, and community leaders.

2. Recovery Strategy & Ecosystem Development

Help local leadership define a clear recovery trajectory while aligning the broader stakeholder ecosystem.

- **Strategic Guidance:** Provide best-practice direction on disaster recovery programming, governance models, and funding deployment strategies.
- **Deconstruct Complexity:** Translate complex federal, state, and insurance funding constraints into clear, actionable choices for local leadership.
- **Partner Mobilization:** Identify, select, and onboard high-value partners—such as nonprofit implementers, technical experts, government counterparts, and philanthropic partners—and align them around shared goals to minimize friction.
- **Stakeholder Alignment:** Align stakeholders around shared goals, roles, expectations, and operating rules to reduce friction and delays.

3. Cross-Functional Coordination & On-the-Ground Representation

Bridge the gap between strategic local needs and Connective's technical execution teams.

- **Internal Alignment:** Coordinate closely with Connective’s program, data, and technology teams to ensure our solutions match local capacity.
- **Course Correction:** Maintain real-time feedback loops from the ground, using field data to inform decisions and adapt program models when necessary.
- **Situational Awareness:** Maintain a highly visible presence in the affected community to surface emerging risks, political dynamics, and local sentiments early.
- **Staffing:** Identify staffing and additional contracting needs based on the recovery strategy.

Qualifications

- **Experience & Education:**
 - 10+ years of professional experience in disaster recovery, strategic philanthropy, housing recovery, human services, community development, or related cross-sector fields.
 - Familiarity with FEMA IA/IHP, SBA, state recovery programs, or housing recovery program design and implementation.
- **Required Qualifications:**
 - Must have extensive experience implementing disaster recovery programs.
 - Experience managing or overseeing a grant portfolio, including monitoring compliance, reporting, and ensuring funds are deployed effectively toward recovery outcomes.
 - Demonstrated ability to build and manage senior client relationships under pressure, with high trust and high expectations.
 - Strong judgment and strategic thinking, paired with the ability to translate strategy into action in fast-moving, ambiguous environments.
 - Experience navigating cross-sector ecosystems (local government, nonprofits, philanthropy, and state/federal recovery systems).
 - Strong communication skills: facilitation, writing, presenting tradeoffs, and managing difficult conversations.
 - Ability to use data to inform decision-making and understand what is feasible given real-world data quality, staffing, and system constraints.
 - Comfort working alongside program, operations, and technology teams, and a practical understanding of how technology can enable service delivery and recovery programs.
 - Ability to travel on short notice in 2026 or 2027 when needed.
- **Preferred Qualifications:**
 - Experience working directly with community foundations or local philanthropic intermediaries.
 - Experience building or working with multi-partner governance structures (LTRGs, recovery coalitions, cross-agency steering groups).
 - Managed a program or project with a significant CRM or other technology component for all or most of its full life cycle, from design to implementation to outcomes analysis.

- Experience utilizing human-centered design methods, collective impact models, and change management approaches for social impact.

Compensation, Travel & Work Requirements

- **Compensation:** Activated Sr. Activation Leads will receive a \$10,000 to \$15,000 monthly retainer, depending on depth of experience and unique qualifications. Candidates should be prepared to discuss their specific requirements during informational interviews so rates are pre-negotiated before activation is necessary.
- **Travel Expectations:** Extensive travel and on-the-ground deployment to the disaster locale are required during the first 3 months of activation. Following the initial ramp period, travel expectations remain up to 50% for the remainder of the deployment duration to maintain situational awareness and stakeholder alignment.
- **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: Sr. Activation Lead, 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.