BUILD UP ∧

Peer Support Lead for The Commons Project

In 2020 - 2021, we are running The Commons project in the United States. We are looking for one person at 100% level of effort or two people at 50% level of effort to join our project team through the end of July 2021.

About The Commons
The Commons advances the development of a healthy democratic system by **expanding the number of people who are engaged in sustained online action to create a society in which everyone can thrive.** Peace is not just the absence of violent conflict, but a society in which everyone can thrive. To build peace is to use non-violent means to reconcile differences and to collectively transform relationships and structures in a way that is representative, just and sustainable.

Through July 2021, we aim to host over 12,000 conversations on social media through a combination of direct engagement through ads and outreach and through working with around 60 people or organizations engaging their networks directly. This sustained action focuses on mending the harms and division sown through racism and partisanship polarization within the United States by modeling and creating pro-BIPOC[1], multi-partisan[2] and multi-partial[3] spaces for healthy civic engagement. As background, see our report on 2019 The Commons project.

The Commons accompanies individuals and organizations engaging their communities through social media platforms to advance positive peace and positive freedom. The role of The Commons team is **to both engage our own and new communities and also accompany a community of practice** by providing training resources, creating a peer-to-peer community where we can learn together, support with mentorship, and support with resources (such as funding, software, etc.). We support engagement and communication within and across communities using digital tools. This happens through a range of platforms, including Twitter, Facebook, and Instagram and through a range of media, whether text, video, audio or image.

About the Role(s)
We are seeking exceptional candidates within the United States who have experience in peacebuilding and / or bridging societal divides; are actively engaged in social media such as Twitter, Facebook and Instagram; and, are interested in recruiting, supporting and working with diverse people as they engage their online networks to promote healthy civic engagement. Ideal candidates are already actively utilizing social media to engage people in constructive

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[1] BIPOC refers to people who are Black, Indigenous, and/or People of Color.
[2] By multi-partisan, we refer to our commitment to not be partisan or representing a singular political party or perspective, rather we hold space and encourage constructive engagement across and between political parties.
[3] Multi-partiality, in contrast to neutrality or impartiality, means that one can both maintain one's own opinion while giving equal weight to all perspectives voiced in the conversation even if they differ dramatically, regardless of one's own background or biases. Practicing multi-partiality involves analyzing an issue from multiple viewpoints and giving equal attention to multiple identities and experiences, including outside perspectives not represented by those 'in the room'.

conversations addressing racism and / or partisan polarization. You may also bring a background in marketing on social media (especially through Facebook ads) and data management.

We are looking for one or two people to join us:
- **One position** (50% level of effort) will focus on expanding anti-racism and healthy, pro-BIPOC civic engagement on social media, and thus should bring experience with an anti-racism practice and demonstrated experience in anti-racism engagement online.
- **One position** (50% level of effort) will focus on expanding depolarizing and multi-partisan engagements online by working to engage people within a political party or across parties to build necessary lines of trust and commitment to shared action in reinforcing healthy democratic values.
- **If you are familiar and comfortable with both dimensions of working in anti-racism and multi-partiality,** we encourage you to apply for the 100% position that would incorporate both aspects.

Candidates will share a commitment to contributing to non-violent change, an interest in digital peacebuilding, a desire to contribute to an innovative organisational culture, and a commitment to supporting the evolution of an exciting project.

We welcome people from all ages, genders, races, backgrounds, abilities, sexual orientations and skill sets because we aim to deepen our work as a team by reflecting the diversity of our world. We are actively recruiting for diversity, and are especially interested in candidates who are BIPOC and candidates who are people with disabilities.

Responsibilities
Candidates will work solely on The Commons project. Specifically, we are looking for candidates who will (in 50% level of effort roles):
- Hold ~22 thoughtful conversations with new people each week across Facebook, Twitter, and/or Instagram to model our depolarization and/or anti-racism conversations and to recruit new people to The Commons project. In total, you will hold around 900 conversations over one year.
- Recruit a diverse group of peers through collaborating organizations and through online outreach.
- Provide technical and strategic support to peers working to engage their communities in constructive conversations on social media.This will include holding open office hours, supporting peers as they incorporate a non-violent perspective and/or accompanying them as they engage in difficult conversations -- and any other ways you / we see necessary to support peers in their engagement.
- Support internal project management, including design and facilitation of learning processes.

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Candidate profile

Build Up is a location-independent organization, meaning you can be based wherever you want and will be mostly working remotely. Team members will meet regularly online. Candidates are required to be comfortable working in English.

An ideal candidate would have some combination of the following skills / experience:
- Has a commitment and existing practice for engaging across differences in a constructive way and meeting people where they are.
- Has worked on peacebuilding and / or bridging societal divides on social media and is knowledgeable about innovative approaches to this work.
- Brings an awareness of trauma-informed approaches and a strong self-reflection process to support others in processing conflict and trauma and to also support your self care through this process.
- Is skilled and creative in external communications.
- Either:
  - Has experience with and commitment to anti-racism practice and with engaging new people in anti-racism practice.
  - Has experience working and communicating across different political party perspectives and is actively working to host constructive conversations.
- Works well with people and has experience working on a project in a collaborative manner.
- Is curious, creative, flexible and has a self-motivated work approach, including being comfortable working remotely.
- Is committed to peace and participatory processes, and value-aligned with non-violent approaches to creating societal change. (Great but not required)
  - Is skilled in graphic design.
  - Is experienced with basic data input and analysis.
  - Is interested and / or experienced with participatory processes, especially around reflection.
  - Is interested in the field of digital conflict and has a strong understanding of the intersection between technology and conflict.

Salary & Duration of Contract

Selected candidates will be offered a part-time or full-time contract ending 31 July 2021. The salary rate for a 50% part-time position is $2500 USD per month. All benefits are covered by the contractor.

To apply

Please send your resume and a 1 page letter to kate@howtobuildup.org by August 1, 2020.

Your letter should answer the following questions:
- Why are you interested in joining The Commons project?
- What skills / experience from the list above would you bring to The Commons project?

- What personal qualities and strengths would you be excited to bring in to the Build Up team?
- (If relevant) Do you have any examples (read: screenshots) of how you have engaged on social media that embodies anti-racism and / or partisan depolarization?

About Us

Build Up transforms conflict in the digital age by combining peacebuilding best practices, participatory methodologies and digital technologies to identify and address emergent challenges to peace. We are a US non-profit 501(c)3 organization founded in 2014, with team members currently based in Germany, Lebanon, UK, Kenya and the US.

We use digital technologies to build peace: we support peace innovators across the globe, working with local organizations to design and implement technology interventions for peacebuilding processes that address divisions in society. We transform conflicts that happen in digital spaces: we conduct research and interventions to address polarization on social and digital media in contexts across the globe.

To support these two core programs, we also develop policy and research around the uses of digital technology for peace, deliver online and in-person training courses, and host a global community of practice around peace and technology, convened at an annual conference.

We are a collaborative team and work together to support ourselves and others as whole people. We support each other to do well collectively and individually. We work with autonomy, trust and honesty. We work to be vulnerable and welcome learning from each other and from other people; we respect and work to reflect the ways in which our own lived experiences contribute to our peacebuilding work.

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