BUILD UP ∧

Technical Innovator for Peace

Build Up is growing! We are looking for a **Technical Innovator** to join our global team, collectively working on peace and conflict in the digital age.

We are seeking **exceptional candidates with a strong background in software engineering, data science and building innovative technical tools** to solve a diversity of challenges, as well as experience or strong interest in peacebuilding, digital conflict, social media listening and analysis, gaming, machine learning, AI and other emerging technology tools. Candidates may be experts in some or all of these sectors, but they 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 exceptional team.

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 through also reflecting the diversity of our world. We are actively recruiting for diversity, and are especially interested in candidates who are people of color and candidates who are people with disabilities.

Responsibilities

Candidates will work across all three of our main program areas: digital conflict, peace innovators and participatory processes. We recommend that you visit our website for an overview of these program areas. As a member of our collaborative team, candidates will also be expected to contribute to our internal management processes, as well as our external communications and fundraising efforts.

Specifically, we are looking for a candidate to:
- Contribute to design and implementation of technical aspects of our Digital Conflict programs. The candidate will be responsible for technical support for The Commons project in the USA (details below) and other social media depolarization dialogue efforts in a variety of international contexts.
- Provide mentorship to teams of peace innovators across multiple regions, working on digital peacebuilding initiatives in their communities.
- Contribute to development and strategy of our Digital Conflict programs, including leading technical contributions to social media analysis and depolarization projects.
- Build and maintain Build Up's growing technical toolset and codebase.
- Contribute to strategic thinking around innovation, emerging technology and how to strengthen technology uses for peace and weaken technology uses for conflict.

How to Build Up, Inc. is a registered 501c3 -- CA Corporation #4206324 -- www.howtobuildup.org

We are committed to achieving a diverse team through application of our affirmative action, equal opportunity and nondiscrimination policy in all aspects of employment including recruitment and hiring.

- In addition, all members of the Build Up team contribute to the following areas:
    - Support internal management and teaming, including design and facilitation of learning processes, team meetings and retreats, team care, and development and deepening of our organisational culture across all internal and external functions.
    - Support fundraising efforts.
    - Provide inputs for external communications.

Candidate profile

We are location independent, meaning you can be based wherever you want and will be mostly working remotely. The entire core team comes together in person twice per year. Team members will also often meet for specific project-related assignments that require in person delivery. Team members typically travel a minimum of 4 times per year.

Candidates are required to be comfortable working in English. We encourage candidates comfortable with working in additional languages, especially Arabic or French, to apply.

An ideal candidate would have some combination of the following skills / experience:
- Has 2+ years of experience as a software developer or a provable track record of innovative projects in the field.
- Possesses a Graduate degree or equivalent in Computer Science, Statistics, Informatics, Information Systems or another quantitative field, or a provable track record of comparable achievement in the field of Data Science.
- Shows a track record of innovative approaches to deploying technology to address conflict or other social issues.
- Has experience running social media listening and analysis projects.
- Has exposure to and experience with online advertising, especially on social media platforms such as Facebook, Instagram & Twitter.
- Is interested in the field of digital conflict and has a strong understanding of the intersection between technology and conflict.
- Has expertise in some and familiarity with other of the following software development and deployment tools:
    - Python, Flask or Django
    - Git, Redis, Docker, SQL, AWS
    - HTML/CSS
    - Unity/C#
- Works well with people and has experience managing a project in a collaborative manner.
- Shows willingness and flexibility to assume different roles on ambitious projects carried out by a small & diverse team.
- Is curious, creative and has a self-motivated work approach, including being comfortable working remotely.
- Is committed to peace and participatory processes.

- Is value-aligned with a non-violent approach to positive change in society.
- Is value-aligned with a non-hierarchical, global, diverse organization.

Salary & Duration of Contract

Build Up utilises a needs-based salary model that invites core team members to request a salary level that will sustain them in their work, matched and adjusted to our financial pipeline and updated on an annual basis. The average salary of current Build Up team members is 6775 USD / month. Shortlisted candidates will be asked to share their salary request for discussion and agreement prior to joining the team. Selected candidates will be offered a full-time contract ending in December 2021, but our explicit intention is to use this initial contract period to mutually assess fit for an indefinite / permanent position.

To apply

Please send your CV and a 1 - 2 page letter to jacob@howtobuildup.org by **August 3, 2020**.

Your letter should answer the following questions:
- Why are you interested in joining Build Up?
- What skills / experience from the list above would you bring to Build Up?
- What personal qualities and strengths would you be excited to bring in to the Build Up team?
- If possible, please share examples of your past innovative approaches to utilizing technology in addressing social challenges.

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 organisations 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.

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 1 2 3 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.

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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'.