BUILD UP Λ

Peace Innovation and Digital Conflict Program Managers

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

We are seeking exceptional candidates with backgrounds in peacebuilding, digital conflict, social media listening, statistics and data management, organisational development and management. 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, candidates who are people with disabilities, and candidates who are from the regions where we operate programs (Middle East, North Africa and West Africa).

Responsibilities

Candidates will work across all three of our main program areas: peace innovators, digital conflict and participatory processes. We recommend that you visit our website for an overview of these program areas. 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 range of candidates to:
- Lead a participatory data project in West Africa, providing technical support to a quantitative research assessment using digital tools to enable participatory research and analysis. The candidate will be expected to lead workshops on participatory data and accompany the researchers throughout the process.
- Provide mentorship to teams of peace innovators in the Sahel region. The candidate will provide technical and strategic support to teams working on digital peacebuilding initiatives in their communities.
- Manage the final phase of another peace innovators program, supporting teams from the Yemeni diaspora.
- Support the expansion of our Peace Innovators program in 2021 (including program development & fundraising, program management, mentorship of peace innovators, training delivery, and technical inputs).
- Work on our Digital Conflict programs, including leading social media analysis and depolarization projects.

- 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, including publications, website management and design.

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. Overall, you will be expected to travel a minimum of four times per year.

Candidates are required to be comfortable working in English. We are especially interested in candidates who are comfortable working in French and / or Arabic.

An ideal candidate would have some combination of the following skills / experience:
- Has experience in peacebuilding, including in their country of origin.
- Has worked on digital peacebuilding and is knowledgeable about innovative approaches to addressing conflict.
- Is experienced in statistics and data work, ideally including running quantitative surveys and participatory analysis processes.
- Has experience running social media listening and analysis projects.
- Is interested in the field of digital conflict and has a strong understanding of the intersection between technology and conflict.
- Is skilled in design and external communications.
- 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 team@howtobuildup.org by July 19, 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?

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.