



ToR: Freelance Software Engineer

Publishing date: 10.2.2021

Deadline for application: 25.2.2021

Start date: March 1st 2021

Contract Type: Contractual, 6-months, part-time contract

Build Up seeks **exceptional candidates with a strong background in software engineering, social media data analysis and building innovative technical tools.**

We are seeking a freelance Software Engineer to support our team in building a suite of social media analysis tools for peacebuilders. This project will require a robust, modular and scalable data architecture, automated processes to help with bulk data processing, development of tools to help researchers analyze the data, and output visualizations and network maps. The engineer will join our technology and research teams in the development, and deployment of these tools, focusing specifically on the back-end architectural requirements and QA needs of the project.

An ideal candidate shares a commitment to contributing to non-violent change, and an interest in digital peacebuilding. 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.

This position requires access to a strong, reliable internet connection, but has no geographic requirements.

Contract duration: 6 months, part-time (March 1 - August 31, 2021)

We expect candidates to be available for up to 20 hours of work per week for the duration of the contract. We are unable to accept candidates who already have a full-time position.

Fees: up to \$12,000, paid in installments against a timesheet and agreed deliverables.

Responsibilities:

- Design and build the back end server architecture for a cloud-based social media analysis platform.
- Lead the testing framework to validate the software, including unit testing and other necessary QA tasks.
- Contribute to code reviews and technical documentation of the code and platform.
- Accompany the social media platform through the development cycle, testing and early deployments.
- Care for data security needs arising from legal requirements for data handling and ethical guidelines.

We have additional interest in candidates who:

- Show a clear track record of engaging with the full software product development pipeline from design to deployment.
- Have a familiarity with the following tools: Python, Flask, PostgreSQL, Docker, Redis.
- Have experience with modular programming approaches.
- Have experience with cloud-based software as a service (SaaS) models
- Have familiarity with serverless architecture and Amazon Web Services
- Have contributed in a similar fashion to other social media data projects or similarly structured data analysis projects.
- Show an interest in peace & conflict studies, polarization, social media, and other facets of this issue area.

The desired candidate:

- Has 2+ years of experience as a Software Engineer.
- Possesses a Graduate degree or equivalent in Computer Science.
- 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, participatory work approach.
- Is committed to peace and participatory processes.
- Is values-aligned with a non-hierarchical, global, diverse organization.

To apply:

Please send your CV and a 1-2 page cover letter to krystel@howtobuildup.org by February 25, 2021. The letter should outline why you are a good fit to this position and include a simple



financial proposal with an hourly rate and an estimated range of hours of work you expect will be needed to complete the tasks listed in this ToR.

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 France, Germany, Kenya, Lebanon, the UK, 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.