



Position: Digital Peacebuilding Associate (Sudan)

Location: Global remote

Salary Offer: Negotiable, aligned with our needs-based financial model

Duration: Full-time, one-year contract, with possibility of extension

Start Date: As soon as possible, ideally between mid-September and early October 2026.

Submit application not later than 23.59 EAT on Sunday, August 16 to

team@howtobuildup.org

Build Up transforms conflict in the digital age. We implement programs, conduct research, and develop technical solutions to engage with conflict and build societies in which everyone can thrive. We are a digital-first organization, which means that we both use digital technologies throughout our peacebuilding work and deeply understand the impact of technology on conflict.

We are seeking a Digital Peacebuilding Associate to support our Sudan programme. The Associate will play a central role in supporting the implementation and management of Build Up's Sudan programme, including conducting and supporting partners in social media analysis; working closely with partners to strengthen their digital peacebuilding efforts; contributing to research and analytical outputs; designing and facilitating digital consultations; and building relationships with Sudanese civil society actors and networks.

We are seeking candidates with deep knowledge of the Sudanese context and demonstrated experience at the intersection of peacebuilding, digital technologies, governance processes, and/or conflict transformation. We welcome applicants from various experience levels with experience in some or all of these areas, but they must share a commitment to contributing to non-violent change, an interest in digital peacebuilding, and a desire to be part of a values-driven, non-hierarchical, and collaborative organizational culture.

We encourage female candidates to apply. We welcome people of all ages, genders, races, backgrounds, abilities, and sexual orientations, because we aim to further deepen and enrich our work as a collective by reflecting the diversity of our world.

Position Overview / Candidate Profile

Thematic Competencies

Ideal candidates will demonstrate experience and skills across several of the thematic areas below. These competencies also serve as an illustration of indicative activities across the program.

Digital Conflict Analysis and Technology Peacebuilding

- Conduct research and analysis related to digital conflict dynamics, digital harms, and emerging narratives.
- Support participatory analysis processes using Build Up methodologies and tools.

BUILD UP A

- Identify and map and mapping narratives, actors, and online/offline dynamics relevant to peacebuilding processes.
- Support the development of analytical outputs including reports, briefs, summaries, and learning products.
- Demonstrate experience using technology tools within peacebuilding, governance, civic engagement, or related processes.

Partner Support and Facilitation

- Design and facilitate digital consultations, workshops, and participatory learning processes.
- Support training, accompaniment, and co-creation processes with partners.
- Build and maintain trusted relationships with civil society organisations, networks, and other stakeholders.

Communications and Knowledge sharing

- Produce high-quality written content, including reports, briefs, press releases, case studies, and communication materials.
- Support programme communications, outreach, and dissemination of research and learning.
- Manage or contribute to social media and digital communications strategies
- Translate complex analysis into accessible content for diverse audiences.

Project Management and Coordination

- Contribute to the overall project coordination, reporting;
- Support project workplan tracking, budget monitoring, managing deliverable schedules;
- Contribute to donor engagement and reporting.

Ways of Working

The following qualities are particularly important to us and reflect how we work as a collective:

- Demonstrated experience building trusted relationships with partners and collaborators.
- Commitment to participatory and locally-led approaches.
- Comfort working collaboratively in non-hierarchical and evolving environments.
- Ability to navigate complexity, uncertainty, and changing priorities.
- Curiosity, humility, and willingness to learn.
- Alignment with Build Up's values of non-violence, inclusivity, and decolonial approaches to peacebuilding.

Additional Qualities



- Native or near-native fluency in Arabic, including familiarity with Sudanese dialects, is required. Fluency in English is also required.
- Self-motivated and accountable, with strong cross-cultural communication skills to work effectively in a remote-first environment.
- Demonstrated flexibility and creativity in problem-solving.
- Ability to work in evolving and politically sensitive environments.

Salary & Duration of Contract

Build Up operates as a collective, in which core team members share organisational and financial ownership, operation, and risk. As a financial collective, we transparently set salaries according to need, rather than hierarchy, age, experience, or geography.

This financial model extends to our engagement with Associates; we will work with successful candidates to agree on a needs-based monthly salary that aligns with available project funds and our overall organizational budget.

This position is expected to be a one-year engagement contingent upon project funding, with the possibility of extension. Following a six-month trial period and mid-point review process, we will jointly review pathways forward based on organizational and programme needs.

Application Process

To apply, **please send your CV and a 1–2 page cover letter outlining how you match the candidate profile to team@howtobuildup.org not later than 23.59 CET on Sunday, August 16.**

Your letter should answer the following questions:

- Why are you interested in joining Build Up?
- What expertise do you possess related to digital peacebuilding, communications, technology, or related areas?
- What experience, skills, and aptitudes from the list above would you bring to this role?
- What personal qualities, strengths, and ambitions would you be excited to bring to the Build Up team?

We will only notify shortlisted candidates by the end of August. Shortlisted candidates will be invited to a 60–90 minute combined technical and values interview and will receive information in advance regarding the interview format and process. Interviews are expected to take place in late August, with onboarding anticipated in mid-September. As part of the final stage of the selection process, we will conduct references and counter-references and will also provide references for Build Up.