



Position: Digital Peacebuilding Associate

Location: Global remote

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

Duration: Full-time, one-year contract, contingent on project funding, with possibility of extension

Start Date: Early October 2026 (anticipated)

Submit application by 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 two flagship programmes. This position will provide an opportunity to engage with a broad range of Build Up's work while becoming progressively integrated into our strategic and programmatic thinking.

Across these programmes, the Associate will support processes that strengthen the capacity of peacebuilding organizations and local actors to meaningfully integrate technology into their work; contribute to evidence generation and learning related to digital harms and conflict; accompany partners and alliances in designing and implementing context-appropriate interventions; and contribute to the development of approaches, tools, and practices that support peacebuilding in the digital age.

We are seeking candidates with 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.



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 programmes.

Digital Conflict Analysis and Technology in Peacebuilding

- Conduct research and analysis related to digital harms in conflict, combining participatory methodologies and data science;
- Translate analysis into practical recommendations that inform peacebuilding programming and prevention efforts;
- Conduct human-centered design processes that match peacebuilding needs with technology tools that can support these needs;
- Set up and use a variety of technology tools for peacebuilding, governance, civic engagement, or related processes.

Accompaniment, Co-Design, and Partner Support

- Contribute to the overall project coordination, reporting, and donor engagement;
- Accompany peacebuilding organizations and partners as they identify opportunities for technology to strengthen their existing work and processes;
- Support mentorship and accompaniment processes related to technology integration, participatory methodologies, and digital analysis;
- Participate in collaborative design, adaptation, troubleshooting, and contextualisation processes with partners;
- Contribute to strengthening capacities that remain embedded within partner organizations beyond the life of the programme;
- Support trust-building and sustained relationships with partners and collaborators across contexts.

Research, Learning, and Facilitation

- Facilitate workshops, consultations, or participatory learning processes with diverse stakeholders;
- Support learning and reflection processes across programme contexts and workstreams;
- Contribute to policy, research and evidence-generation activity coordination and outputs as part of project deliverables and that strengthen broader programme learning.

Project Management and Coordination

- Contribute to the overall project coordination, reporting, and donor engagement;



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

Ways of Working

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

- Demonstrated project management competencies;
- 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;
- Experience working in Latin America, Africa, and / or Southeast Asia. Willingness to travel to these regions for program activities and the annual Build Peace conference;
- Curiosity, humility, and willingness to learn;
- Alignment with Build Up's values of non-violence, inclusivity, and decolonial approaches to peacebuilding.

Additional Qualities

- Fluency in English is required. Spanish language skills are highly desirable;
- 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.** Letters must not be written by AI and should answer the following questions:

- Why are you interested in joining Build Up?
- What expertise do you possess related to digital peacebuilding, conflict transformation, technology, governance, 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 acknowledge receipt of all applications and 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 early September, with onboarding anticipated in early October. 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.