

Help us advance digital rights in Europe

We are looking for a Racial and Social Justice Lead to help bring about change!

The Digital Freedom Fund works to advance digital rights in Europe through strategic litigation. We do this through grants to support the legal, advocacy, research, and other costs involved in litigation; by facilitating litigators' access to pro-bono legal support; and facilitating skill development and networking in the digital rights field.

As part of its work in strengthening the field of digital rights actors, DFF initiated a [decolonising process](#) for the digital rights field in early 2020, together with its project partner EDRI (European Digital Rights). The goal of this work is to challenge the structural causes of oppression such as racism, sexism, ableism, homophobia, transphobia, and economic injustice which the use of digital technologies has the potential to not only reproduce but also amplify. Through this process, we aim to move towards a digital rights field in which all groups in society have their voices heard and that works to protect the digital rights of *all*.

In addition to continuing this decolonising work in 2021, DFF is starting a collaborative process to commonly examine racial, social and economic justice in the digital age. Starting from a needs assessment with organisations working in these fields, DFF – again in partnership with EDRI – will work with those interested in expanding work on their existing priorities into the digital context. This will be done via the strengthening of skills and the development of a corresponding advocacy, litigation or policy strategy through a series of workshops and consultations.

We are looking for a **Racial and Social Justice Lead** to help us successfully carry out these activities, and to work with both the racial, social and economic justice, and the digital rights fields to bring about change. The Racial and Social Justice Lead will work closely with the Director, and in coordination with their counterpart at EDRI.

DFF operates with a light staff structure. Its offices are in Berlin, where the position is based.

Role description

The Racial and Social Justice Lead's time will be dedicated to DFF's decolonising and field building work, which includes the following main tasks:

- Taking a lead in conceptualising, designing, and delivering workshops, consultations and other convenings on a range of digital rights issues as they connect with the racial, social and economic justice fields, including through the development of curricula, programmes, and agendas for such events;
- Leading DFF's work on a collaborative design process for an initial decolonising programme for the digital rights field, building on the input and needs identified amongst stakeholders;

- Assisting in the development of tools, resources and other materials for the racial, social and economic justice, and the digital rights fields;
- Assisting in the development of internal work at DFF to decolonise its own processes, procedures and structures;
- Writing about the intersection of racial, social and economic justice and digital rights issues for DFF's blog and other publications, and representing DFF at relevant conferences.

Candidate profile

The successful candidate will be able to demonstrate the ability to:

- Conceptualise, organise and implement a programme of workshops and consultations;
- Bring different stakeholders together in consultative and collaborative processes;
- Develop and implement inclusive organising practices, considerately navigate power dynamics, and interact and communicate with a wide range of stakeholders across different audiences;
- Interpret varied and sometimes conflicting input and think strategically about how DFF can meet relevant needs;
- Manage multiple projects simultaneously with great attention to detail;
- Work independently and use their own initiative to ensure that projects progress, striking a balance between independent and team work;
- Critically reflect on their own work and implement feedback as a way to constantly evolve and improve.

The successful candidate will also:

- Have experience working on projects pursuing systemic change, including experience working with activists outside an institutional context;
- Have a deep understanding of racial, social and economic justice issues and how those might translate to the digital context;
- Have experience approaching issues of racial, social and economic justice and their intersection with digital rights in the European context;
- Have a demonstrated familiarity with human rights and ideally digital rights, as well as a natural curiosity and drive to explore new issues and stay on top of latest developments;
- Very strong written and spoken English skills;
- Have basic proficiency with common office software and utilities such as cloud servers, password managers, project management software and MS Office.

Valid work permission for Germany is required. Occasional international travel can be required.

Conditions

Salary: EUR 30.000 - 50.000 gross per year, depending on experience and based on full-time employment of 40 hours per week. DFF offers an attractive additional pension contribution and provides its employees with a laptop and a mobile phone. The initial employment term will be 18 months, with the possibility of renewal.

Deadline for applications is **3 January 2021** with a preferred start date of February or March 2021. Interviews will take place in the weeks of 11 and 18 January 2021.

How to apply

Please send the following to info@digitalfreedomfund.org with "Racial and Social Justice Lead" in the subject line:

- Statement of motivation (1-2 pages), addressing the following questions:
 - What about supporting issues of racial, social and economic justice in the digital context interests you both personally and professionally?
 - What do you think are the key challenges to connecting the racial, social and economic justice and the digital rights fields, and what could organisations like DFF do to help overcome these challenges?
 - What skills or knowledge do you believe you could contribute to these fields, and what skills or knowledge would you most like to build through working with them?
- CV (2 pages)
- Two professional references that can attest to the candidate's competencies and compatibility with the candidate profile. References will not be contacted without prior approval of the candidate.

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