

Help us advance digital rights in Europe!

The Digital Freedom Fund works to advance digital rights through strategic litigation in Europe. We do this through grants to support the legal, advocacy, research, and other costs involved in litigation; through facilitating litigators' access to pro bono legal support; and through facilitating skill development and networking in the digital rights field. As part of its work in facilitating skill development and networking, DFF organises a number of events, including an annual Strategy Meeting, litigation retreats, workshops and virtual meetings to collaboratively strategise on litigation across different digital rights issues. It also recently initiated a decolonising process for the digital rights field in Europe, and a programme to connect the racial, social and economic justice fields with the digital rights field in collaboration with its project partner EDRI. DFF operates with a light operational staff as its focus is on grantmaking and field support activities rather than participating in litigation work itself.

Following 4 successful years setting up and leading the organisation and growing the strategic litigation field on digital rights in Europe, the present Director is passing the baton as DFF enters the next phase in its development. DFF is therefore looking for a **Director** to work closely with the Board, to drive DFF's strategy by raising DFF's profile within new and existing networks, increasing grantmaking opportunities, effectively leading the current team, as well as adding key talent and capacity building to ensure the organisation's goals and aims are met.

Role Description

Key responsibilities in achieving the organisation's aims will include:

- Developing and executing DFF's next five year organisation strategy, and balance a long-term vision while remaining responsive to urgent needs and opportunities;
- Leading fundraising efforts and maintaining donor relations;
- Develop existing operational structures to enhance staff development and organizational growth;
- Maintaining oversight on all collaborations, programmes and grantmaking activities at the strategic level with special attention to the decolonising and racial and social justice work;
- Representing DFF and presenting DFF's work at high profile conferences and events, and through external communications;
- Maintain a strategic overview of digital rights, human rights, racial and social justice, and other developments to identify strategic opportunities and risks.

Candidate Profile

The successful candidate will be a charismatic leader who can demonstrate a passion and vision for the digital rights field. Specifically, candidates should be able to meet most of the following criteria:

- Experience and strong knowledge of strategic litigation, supporting or preferably practicing;
- Ideally a related qualification in this field, although relevant experience is of greater importance;
- Experience in a fundraising capacity within a human rights/civil society context;
- Experience in multi-programme management, team leadership and organisational development;
- Strong interpersonal skills with demonstrated ability to build and sustain relationships with multiple stakeholders and to foster productive collaboration;
- A demonstrated commitment to, and understanding of human rights, particularly with issues of racial and social justice;
- Strong analytical and critical thinking skills;
- Practical experience in grantmaking a plus; and
- Excellent written and spoken communication skills in English.

Conditions

Salary: EUR 70.000 - 90.000 gross per year, depending on experience and based on full-time employment of 40 hours per week. DFF offers an attractive additional pension contribution.

DFF is incorporated as a *Stichting* under Dutch law, with its office based in Berlin. The position is full-time and based in Berlin. The Digital Freedom Fund is unable to engage candidates who do not hold valid work permission for Germany.

How to Apply

The Digital Freedom Fund has retained RP People as its recruitment partner for this role and shortlisted candidates will be contacted by its lead consultant, Ian Burns.

To apply please send the following in English to ian.burns@rppeople.eu

- Statement of motivation (2 pages maximum), specifically addressing the following questions:
 - Why does the principle of advancing digital rights through strategic litigation in Europe interest you both personally and professionally?
 - What skills and experience do you believe you can bring which will contribute to the strategy and growth of DFF?
- Your CV
- Two professional references that can attest to the candidate's competencies and compatibility of the profile. References will not be contacted without prior approval of the candidate.

The closing date for applications is **28 March 2021** and candidates will be contacted after this date. Interviews and assessments will be held throughout April and May and the successful candidate should be available to start no later than **6 September 2021**.

The Digital Freedom Fund is an equal opportunities employer with a strong commitment to transparency and inclusion. People from all backgrounds are encouraged to apply. We strive for a diverse and inclusive working environment to foster the achievement of the goals promoted in our programmatic work.



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