JOB DESCRIPTION – POLISH-LANGUAGE ANALYST

Role	Analyst		
Division	*Digital Analysis Unit*	**Team**	*Research and Policy Team*
Reports to	*Senior Research Manager*	**Direct reports**	*None*
Budgetary responsibility	*n/a*	**Resource responsibility**	*n/a*
Contract	*Fixed term, 6-9 months*	**Location**	*London-based organisation, currently working remotely*
Salary	*£ 25,000 – 45,000 pro rata, dependent on experience*		

About ISD

ISD is a global organisation powering solutions to hate, extremism and polarisation. Combining research and analysis with government advisory work and programme delivery, ISD has been at the forefront of forging real-world, evidence-based responses since 2006. As a global non-profit organisation with teams in London, Beirut, Berlin, Kigali, Toronto and Washington D.C., ISD enjoys strategic partnerships with the world's leading technology companies and supports more than a dozen prominent governments and institutions in stemming the rise of violent extremism and hate speech.

The Analyst will conduct quantitative and qualitative research across online platforms, including both major platforms and fringe/'alt' media. They will undertake digital analytics with both commercial and proprietary tools, as well as lead broader open-source investigations related to the Polish context on a range of key issues.

Role Purpose

The Analyst will support the research team in detecting and analysing online disinformation and/or extremism, including coordinated influence campaigns, and produce research outputs relating to these topics. This role will have a specific focus on Poland, including issues such as climate change, migration and sexual and reproductive health rights (SRHR). Fluency in Polish is essential.

Responsibilities

1. Utilise online analytics tools to identify disinformation, malign information operations and extremist mobilisation.
    a. Interpret datasets from social media and other digital platforms, to help detect and analyse information operations or extremist activity online, using both commercial tools (e.g. Brandwatch, Crowdtangle) and proprietary technology co-developed by ISD.
    b. Support the design and constant evolution of effective methods, processes and technologies to support ISD's research team in online analytics, specifically for the detection of disinformation and information warfare.

2. Digital ethnography and qualitative analysis.
   a. Monitor the platforms used by relevant hate groups, extremist groups and foreign state information operations online (e.g. 8kun, Gab, Parler, Bitchute, VKontakte).
   b. Monitor the channels and forums used by relevant hate groups, extremist groups and foreign state information operations on a range of online platforms (including mainstream social media).
   c. Monitor the keywords, images, symbols and influencers relevant to key hate groups, extremist groups and foreign state information operations online.
   d. Share regular updates with the ISD research team about changes in the platforms, actors, channels, language, images or symbols used by relevant hate groups, extremist groups and foreign state information operations.

3. Author and co-author written outputs from research findings.
   a. Produce or support the drafting of written summaries around the methods, findings and implications of research conducted on disinformation or hate online for a spectrum of stakeholders. This will involve turning data outputs into readable and accessible studies for a variety of audiences including the media, research community, policymakers and the general public.

What success looks like

- Co-develop and lead online investigations in the Polish context, including the use of open-source methods;
- Co-author or author regular outputs from research conducted on disinformation and extremism in English and Polish;
- Successful use of data analytics tools to produce research outputs analysing trends or incidents on at least 5 online platforms;
- Support the development of new methodologies for online analytics at ISD;
- Helping identify and broker links with key Polish stakeholders (e.g. civil society groups, research bodies and academics, policymakers, local media);
- Receive positive 360-degree feedback from colleagues and line manager.

Person Specification

	Essential	Desirable
Knowledge, training and qualifications	• Relevant experience or Degree-level qualification with specialism in disinformation, extremism, hate groups, information warfare and/or related topics	• Relevant experience or Master's Degree Qualification on disinformation, extremism, hate groups, information warfare or related topics • Understanding of issues surrounding climate change and/or sexual and reproductive health rights (especially in Poland)

Experience	• Experience and knowledge of online analytical tools and approaches, including but not limited to Brandwatch and Crowdtangle • 2+ years professional experience as a researcher or data analyst.	• 2+ years professional experience working with journalists or media outlets on issues relevant to technology, extremism, or disinformation • Working background in Open-Source Investigations (OSINT) using a range of tools and methods • Engagement with Polish civil society, academia, research community and/or media
Skills	• Data gathering and quantitative analysis • Qualitative trend analysis • Structuring investigations	• Data visualisation and network mapping skills, e.g. via tools such as Tableau, Gephi, Maltego • Working knowledge of Method 52 analysis software • Knowledge and/or proficiency in programming languages: R, python, java script
Competencies	• Independent research • Strong written and oral communication skills (English and Polish) • Complex analytical and critical thinking skills	
Additional requirements	• Fluent Polish speaker (native level) • Fluent English speaker (advanced working proficiency)	

Job description drafted by: *Jennie King, Senior Policy Manager*

Signed off by: *Henry Tuck, Head of Research & Policy*

Date: 25th November 2020

HR / Ops sign off: *Mandi Lazenby, Senior HR Manager*

Date:

Date for next review: