JOB DESCRIPTION - SENIOR RESEARCH MANAGER, GERMANY

Role	Senior Research Manager, Germany		
Reports to	Executive Director, ISD Germany	**Direct reports**	2
Budgetary responsibility	EUR 250,000 – 350,000	**Resource responsibility**	n/a
Safeguarding	None	**Key relationships**	Executive Director, Germany; Digital Analysis Unit; German partner organisations.
Contract	12 months, fixed-term	**Location**	Berlin or London
Salary	TvöD 13.4	**Level**	Senior Manager

About ISD

ISD is a global think and do tank dedicated to powering solutions to hate, polarisation and extremism. Combining research and analysis with government advisory work and programme delivery around the world, ISD works to implement real-world, evidence-based responses to these challenges. We are a fast-paced and dynamic team that prioritises integrity, collaboration and courage in all we do.

As an independent, international, non-profit organisation with teams in London, Beirut, Berlin, Nairobi and Toronto, ISD enjoys strategic partnerships with some of the world's leading universities and supports more than a dozen prominent governments and international institutions in safeguarding human rights and stemming the rise of extremism and hate.

Role Purpose

The Senior Research Manager (Germany) is a new senior role in ISD's Germany's Berlin office. The successful candidate will lead a team of analysts and researchers to deliver world-class digital research outputs in Germany before, during and following the German Federal Elections 2021. The post holder will lead a cutting-edge project and will coordinate ISD's network of partner research and policy organisations in Germany on issues relating to extremism, disinformation and hate speech online.

Responsibilities

1. **Oversee and manage research projects and teams (75%)**
    *   Build out and sustain ISD's digital analysis capabilities and partnerships in Germany to achieve world-class digital research capability and outputs
    *   Oversee and manage a research team of 2-3 analysts working on issues of online extremism, disinformation and hate in the German context, including their conduct of OSINT analysis, computational data analysis and digital ethnographic analysis
    *   Design and oversee digital research investigations in Germany to align with ISD's broader strategic objectives and to connect with ISD's international teams, resulting in the publication of at least 8 public research reports in 12 months.

2. Representation and partnerships (25%)

- Represent ISD's Digital Analysis Unit in Germany through media appearances and representation at policy events and expert events
- Help to manage ISD's research partnerships through chairing joint meetings, interfacing between the research teams and contacts in policy, advocacy and legal channels, and conducting joint projects with partner organisations where relevant
- Build out and represent ISD's Digital Analysis Unit through fundraising and programme development in Germany, in collaboration with the Executive Director.

Outcomes (the way success will be measured)

- *8+ public research and policy reports published in 12 months*
- *Represent ISD's work at 2-3 high-level policy events*
- *Represent ISD's work in 10+ high-level media outputs*
- *Positive 360 feedback from colleagues and senior staff*

PERSON SPECIFICATION TEMPLATE

Expectations
We expect all staff, consultants and volunteers to:
- Commit to ISD's vision, mission and Guiding Principles
- Foster diversity, inclusivity and equality of opportunity at ISD
- Demonstrate respect for others and safeguard those who are vulnerable
- Carry out their duties in accordance with ISD's policies and procedures
- Adhere to risk management and security instructions at all times

Competencies
These reflect ISD's Guiding Principles which we expect all members of the team to embody, regardless of seniority and role. How these competencies are assessed is outlined in ISD's Performance Review Process.

Guiding Principles	Competencies
Integrity	• Personal integrity • Focus on quality
Collaboration	• Respect for others • Commitment to the team
Agility	• Efficiency and effectiveness • Growth mindset
Courage	• Strategic thinking • Passion for driving change

Specific Requirements
These are a priority for this specific role, and form part of our assessment during recruitment, probation and ongoing performance management. They are also a framework for focusing continuing professional and personal development.

	Essential	Desirable
Knowledge, training and qualifications	• Degree-level qualification • Strong subject matter expertise in disinformation and online manipulation • Strong understanding of available digital research methods, tools and organisations in the German context	• Master's Degree Qualification in social science, information operations, disinformation, extremism, hate groups or related topics • Strong subject matter expertise in extremism/hate movements in the German context
Experience	• 5+ years professional experience in the digital research field • Significant experience and knowledge of online analytical tools and approaches, including but not limited to natural language	• Experience in media representation and/or policy representation at a high level • Experience working in coalitions or multi-organisation projects

	processing, network mapping and OSINT • Significant experience in designing methodologies and leading teams in identification of online disinformation and manipulation campaigns	
Skills	• <u>Exceptional written and spoken English and German – professional standard bilingual abilities are essential</u> • Strong project and research management capabilities • Extremely strong written and oral communication skills • Entrepreneurial approach to fundraising and development • Great team management skills (remote, international, virtual) • Exceptional attention to detail	• Data visulalisation skills e.g. Tableau, Gephi • Data analytics skills e.g. natural language classifiers, data scraping, data cleaning, data filtering • Coalition and partnership management skills
Additional requirements	• Strong knowledge of digital policy dynamics and debates in Germany and Europe	• Strong knowledge of German politics and policy