

# ISD

Powering solutions  
to extremism  
and polarisation

## Managing Director

September 2021

Synthesis of a  
Theory

The Propaganda  
Pipeline: The ISIS  
Fuouaris Upload  
Network on Facebook

Information Manipulations  
Around Covid-19:  
France Under Attack

Profit and Protest:  
How Facebook is  
struggling to enforce  
limits on ads spreading  
hate, lies and scams  
about the Black Lives  
Matter protests

Aoife Gallagher

YOUNG DIGITAL  
LEADERS  
Programme Pédagogique

Cartographie de  
la Haine en Ligne

Tout Effacement du Discours Haineux en France  
Fondateur: Christophe Chabot, Directeur  
Général: Christophe Chabot, Directeur  
Général: Christophe Chabot, Directeur

COVID-19  
disinformation  
briefing  
no.4

5th June 2020

Anatomy of a  
Disinformation  
Empire:  
Investigating  
NaturalNews

WOMEN, GIRLS  
AND ISLAMIST  
EXTREMISM

A Toolkit for Intervention  
Practitioners

United States  
United Kingdom  
United States  
United States  
United States  
United States

A Safe Space to Hate:  
White Supremacist  
Mobilisation on  
Telegram

Jakob Guhl and Jacob Davey

Black Lives Matter:  
a letter from our CEO

An Online  
Environmental  
Scan of Right-wing  
Extremism in Canada

Report  
Report  
Report

COVID-19  
disinformation  
briefing  
no.2

"I LEFT TO BE  
CLOSER TO  
ALLAH"

Learning about Foreign  
Fighters From Family and  
Friends

Report  
Report  
Report

The First 100 Days:  
Coronavirus and  
Crisis Management  
on Social Media  
Platforms

Report  
Report  
Report

Mapping hate  
in France

A panoramic view of online discourse

Report  
Report  
Report

Internet Citizens  
Impact Report

Report  
Report

COVID-19  
disinformation  
briefing  
no.1

Cracking the Code:  
An Evaluation of the  
EU Code of Practice on  
Disinformation

Report  
Report  
Report

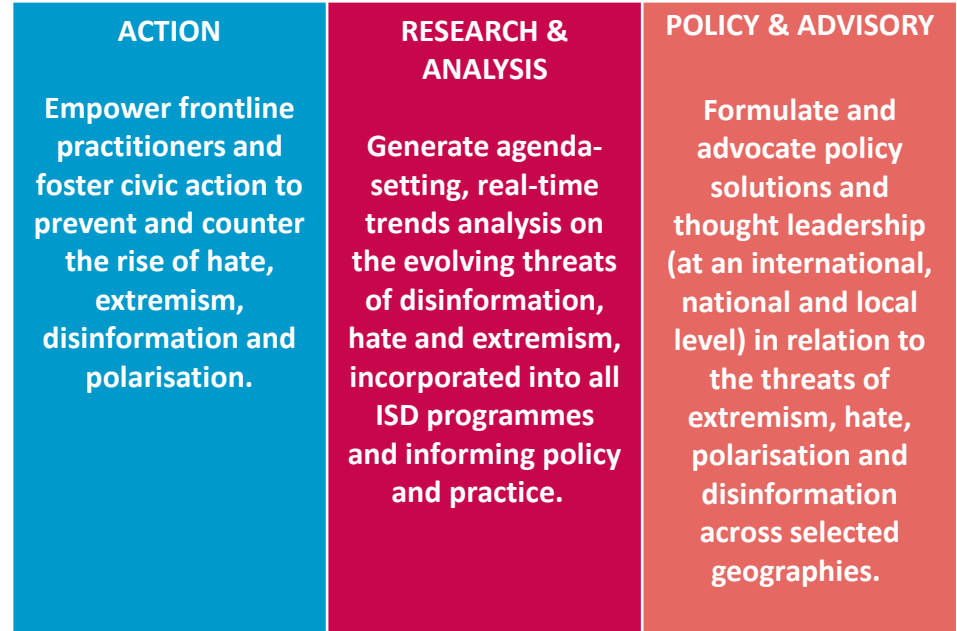
## Why ISD?

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Since 2006, ISD has been at the forefront of analysing and responding to extremism in all its forms. We use our sector-leading expertise in **extremism, hate and disinformation** and our cutting-edge digital analytics capabilities to inform the formulation and advocacy of evidence-based policy, and the delivery of our action programming

Our global team of researchers, analysts, policy experts, frontline practitioners, technologists and activists have kept ISD's work systematically ahead of the curve on this fast-evolving set of threats. We have innovated and scaled policy and operational programmes – on and offline – to push back the forces threatening democracy and cohesion around the world today.

### Our impact model focuses on:

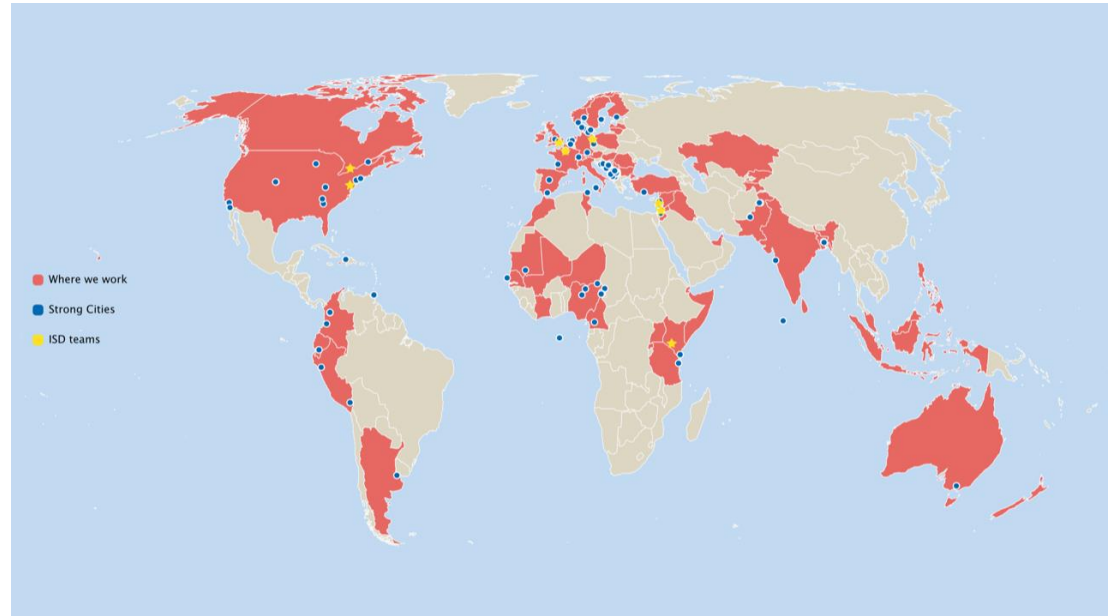


# Our Operations

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ISD partners with governments, cities, businesses and communities, working to deliver solutions at all levels of society, to empower those that can really impact change.

We are headquartered in London with a global footprint that includes teams in Washington DC, Toronto, Berlin, Beirut, Amman, Nairobi and Paris.



# Managing Director

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ISD has enjoyed exponential growth over the last 5 years. In this time, we have tripled our project funding and doubled our headcount to over 100, and increased our global footprint to over 14 countries. We expect to continue this trend in the coming years, as our work is more important and urgent than ever before.

To support this growth, we seek a Managing Director to join the Senior Leadership Team. This new role will strategically lead and grow ISD's established portfolio of 25-30 major programmes globally, dealing with matters of extremism, disinformation and hate speech online.

Working closely with ISD's Global CEO, the Managing Director will lead a team of senior staff to manage programmes across various geographies – in particular in Europe and Five Eyes countries (Canada, USA, New Zealand, UK and Australia). The Managing Director will lead quality assurance and influence the direction for all project outputs.

The right candidate will have significant prior experience leading work in ISD's focus areas or in areas relevant to ISD's work, and will be able to quickly grasp the significance and impact of ISD's programming. We seek a Managing Director who can not only oversee the quality and delivery of existing areas of programming, but also understand how to develop and expand this work.

# Key Relationships: Leadership Team

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## Sasha Havlicek

**Co-Founder and CEO of ISD.** Sasha spearheads ISD's pioneering research and data analysis, digital education, policy advisory, training, tech and communications programmes. She has advised a range of governments at the highest levels and has spearheaded partnerships with the UN, EU Commission and Global Counter-Terrorism Forum. Sasha serves as an expert advisor to the UK Counter-Extremism Commission and the Mayor of London's counter-extremism programme, and is a member of the European Council on Foreign Relations. Sasha has testified before US Congress, the UK Parliament and is a regular commentator in the media (CNN, BBC, Channel 4 News and other networks).



## Moustafa Ayad

**Executive Director for Africa, the Middle East and Asia (AMEA).** He is author of the ISD reports The Propaganda Pipeline: The ISIS Fuouaris Upload Network on Facebook, El Rubio' Lives: The Challenge Of Arabic Language Extremist Content On Social Media Platforms, 'The Baghdadi Net': How A Network of ISIL-Supporting Accounts Spread Across Twitter, The Management of Terrorist Content: How Al Qaeda Texts Continue to Evade Facebook and YouTube Detection, and co-author of No Platform for Old Men, Barriers to Online Youth Civic Engagement and P-CVE in Europe.



## Huberta von Voss

**Executive Director of ISD Germany.** She has led the expansion of ISD's German office since 2019. She had previously been part of the leadership team of the New York based NGO Seeds of Peace. Huberta is the author of "Portraits of Hope: The Armenians in the contemporary world" (Berghahn Books) as well as "Arme Kinder, reiches Land" (Rowohlt) on child poverty in post-reunification Germany. She has appeared on various German and international TV shows and is fluent in English and French. She serves on several boards, among them United Ways Germany, to foster social cohesion.



## Sarah Kennedy

**Chief Operating Officer.** She oversees the operational management of the organisation to ensure all financial, operations, governance, HR and legal responsibilities are delivered to the highest possible standard. Sarah has over a decade of experience in the UK and international charity sectors and previous roles include UK Director of Kenyan NGO S.A.F.E and Head of Partnerships & Events at the UK think tank Demos. With a background in communications, programme delivery, fundraising and partnerships, she now specialises in operational leadership, with a particular focus on finance, strategic development, change management, HR and governance.

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# Job Description and Application Process

Please apply on our [careers site](#) with a **one-page cover letter** addressing your interest in and suitability for the position, and an **up-to-date CV**.

If you would like to ask any questions about this position before applying, feel free to reach out to us at [vacancies@isdglobal.org](mailto:vacancies@isdglobal.org).

**The deadline for applications is 15 October 2021. ISD reserves the right to interview and appoint candidates prior to the application deadline.**