JOB DESCRIPTION – SENIOR RESEARCH ANALYST - EXTREMISM

Role	Senior Research Analyst - Extremism		
Reports to	Senior Research Manager	**Direct reports**	0-3
Budgetary responsibility	N/A	**Resource responsibility**	N/A
Safeguarding	Support manager and wider team with safeguarding of staff across all global offices	**Key relationships**	Digital Analysis Unit, CASM Technology, Ethnographic researchers, ISD-US leadership
Salary	$85,000 – 110,000k per annum Level 4 / Senior Manager	**Location**	Washington DC / Remote

About ISD

ISD is a think and do tank that works globally to safeguard public safety, national security, human rights and democracy in the digital age. Combining research and analysis with government advisory work and the design and delivery of international training, education and communications programs, ISD works to implement real-world, evidence-based responses to these challenges. ISD has teams in London, Amman, Berlin, Paris and Washington DC.

About ISD-US

The Institute for Strategic Dialogue-US (ISD-US) is a fiercely independent, non-profit, non-partisan organization dedicated to safeguarding democracy and reversing the rising tide of hate, extremism and disinformation in the United States.

ISD is at the forefront of analyzing and delivering solutions to these hybridized threats. For over 15 years, our global team of researchers, analysts, policy experts, frontline practitioners, technologists and activists have kept ISD's work ahead of the curve on the fast-evolving spectrum of digital threats to democracy. We have innovated and scaled sector leading policy and operational programs – on and offline - to push back the forces threatening human rights and cohesion around the world today.

We partner with governments, cities, businesses and communities to turn cutting-edge data and insight into action; trialing and delivering evidence-based solutions across society; and empowering those that can impact positive change at scale. Our research also shapes and informs our education and civic action programs as well as the training and policy support we provide to central and local governments, frontline practitioners, companies and international organizations.

Role Purpose

ISD is looking to recruit a **Senior Research Analyst** to work as part of a team researching domestic and foreign violent extremism online across mainstream and alt-tech platforms. The Senior Analyst will be responsible for independent quantitative and qualitative digital research as well as

supporting the Senior Research Manager in their editorial and project management responsibilities. They will produce and edit "quick-turn" analytic outputs as well as long-form materials geared towards informing policy and practitioner stakeholders. While this position is primarily focused on domestic extremism in the US, the Senior Analyst will also work on transitional issues including the activities of foreign terrorist organizations (FTOs) both online and abroad.

Responsibilities
Digital Research & Methods (30%)
- Collect, process, and analyze open-source information to provide ISD leadership and project partners with multidimensional threat analysis including the activities of foreign terrorist organizations (FTOs), domestic extremist groups, and other threat actors.
- Serve as a subject matter expert on Salafi-Jihadi and Islamist violent extremist groups.
- Monitor the platforms, channels and forums used by FTOs and domestic extremist groups operations on a range of online platforms.
- Monitor the keywords, images, symbols and influencers relevant to domestic and foreign extremist groups online.

Publications & Outputs (50%)
- Regularly write and edit short analytic briefs and public products on emerging events or incidents.
- Write and edit long-form analytic briefs on significant incidents, trends, or tactics.

Project Management (20%)
- Provide project coordination support, including managing relationships with key partners.
- Assist the Senior Research Manager with editing and managing day-to-day operations of the team

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

Our commitment to Equality, Diversity & Inclusion
We endeavor to recruit a range of candidates into ISD, to strengthen our team and contribute to our inclusive organizational culture. We particularly welcome applications from candidates currently underrepresented across ISD. We try to make our recruitment as accessible as possible, but please let us know if you have any access requirements that you would like us to be aware of during this process.

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 • Problem Solving
Courage	• Strategic thinking • Growth Mindset

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	• Demonstrable subject matter expertise in foreign terrorist organizations • Arabic language capability (DLPT 2/2+)	• Demonstrable subject matter expertise in US domestic violent extremism across the ideological spectrum • Demonstrable subject matter expertise on cyber hacktivists and other multidimensional threat actors • Master's degree qualification or relevant work experience in relevant field
Experience	• 3+ years of research experience monitoring and/or analyzing violent extremist organization • 3+ years' experience writing finished intelligence or analytic products	• Strong experience and knowledge of online analytical tools and approaches. • Editing experience
Skills	• Exceptional written and spoken English • Networking and public speaking skills • Outstanding attention to detail • Highly organized with the ability to be flexible, multi-task and respond	• Data visualization skills: e.g. • Strong data analysis skills • Additional language fluency a plus

	proactively in a fast-paced environment • Ability to work well both independently and in a team • Proven resilience in managing extremism content	
Additional requirements		• Strong knowledge of counter-extremism policy and legal landscape