

## JOB DESCRIPTION – COUNTER-HATE INTERN

<b>Role</b>	Counter-hate Intern		
<b>Reports to</b>	Director of Policy and Research, Counter-hate	<b>Direct reports</b>	N/A
<b>Budgetary responsibility</b>	None	<b>Resource responsibility</b>	None
<b>Safeguarding</b>	None	<b>Key relationships</b>	Director of Policy and Research, Counter-hate and wider counter hate team
<b>Contract</b>	Full-time, 6 month fixed-term contract	<b>Location</b>	London, Hybrid or UK Remote
<b>Salary</b>	London Living Wage (£14.80 per hour)	<b>Level</b>	Level 8

### 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.

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

The Intern will support ISD's established UK hate team, providing research and programming support across our hate portfolio. They will be incorporated into a diverse range of projects, supporting the team with qualitative and qualitative analysis of online hate and project delivery of programming designed to counter hate. This is a great chance to get hands-on experience with policy and research projects working to counter hate targeting communities in the UK and globally.

### Responsibilities

- **Digital Analysis (40%)**
  - Interpreting social media discourse and online media sources relating to misogyny, antisemitism and hate, using the range of digital analysis tools available to ISD researchers.
  - Provide analysis of misogyny, antisemitism and hate incidents, including assessments of their source, techniques and potential impact.
- **Background research and drafting materials (30%)**
  - Assist in drafting concept papers, background materials for research and project materials related to misogyny, antisemitism and hate.
  - Contribute to drafting internal communications materials such as board papers.
- **Development Support (20%)**
  - Supporting the ISD team with development and scoping of new research projects related to misogyny, antisemitism and hate.
  - Review and summarise existing research and policy debates around misogyny, antisemitism and hate.
- **Event Support (10%)**
  - Assist ISD staff in organising events such as workshops, roundtables and meetings.
  - Draft concept notes, agendas and invitation letters for meetings, roundtables and events.
  - Assist in logistical support for internal and external programmes and events.
  - General administrative and management support to the team.

## PERSON SPECIFICATION

### 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 organisational culture. We particularly welcome applications from candidates currently underrepresented across ISD – including those from diverse ethnic and socio-economic backgrounds, those with disabilities, and members of the LGBTQ+ community. We have tried to make this recruitment process 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	<ul style="list-style-type: none"> <li>• Personal integrity</li> <li>• Focus on quality</li> </ul>
Collaboration	<ul style="list-style-type: none"> <li>• Respect for others</li> <li>• Commitment to the team</li> </ul>
Agility	<ul style="list-style-type: none"> <li>• Efficiency and effectiveness</li> <li>• Problem Solving</li> </ul>
Courage	<ul style="list-style-type: none"> <li>• Strategic thinking</li> <li>• Growth Mindset</li> </ul>

### 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
<b>Knowledge, training and qualifications</b>	<ul style="list-style-type: none"> <li>• Educated to degree level in related field (e.g. political or social science, international relations, security studies) relevant experience</li> </ul>	<ul style="list-style-type: none"> <li>• Master's Degree Qualification or substantial relevant experience</li> <li>• A good understanding of the social media landscape</li> <li>• Demonstrable interest in related ISD issue areas</li> </ul>

	<ul style="list-style-type: none"> <li>• An understanding of and commitment to ISD's core mission</li> <li>• Demonstrable understanding of misogyny, antisemitism and hate for research purposes</li> <li>• Competent and confident in use of full Microsoft Office suite</li> </ul>	
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Experience working in a dynamic remote-forward environment</li> <li>• Experience organising meetings</li> <li>• Experience with data collection</li> <li>• Experience editing and writing formal documents</li> </ul>	<ul style="list-style-type: none"> <li>• Experience working for a research or civic action organisation</li> <li>• Experience with data analysis and report writing</li> <li>• Experience with project management support and coordination of project deliverables</li> </ul>
<b>Skills</b>	<ul style="list-style-type: none"> <li>• Exceptional written and spoken English</li> <li>• Clear, fluent, and concise oral and written communication skills</li> <li>• Outstanding attention to detail</li> <li>• Highly organised with the ability to be flexible, multi-task, and respond proactively</li> <li>• Ability to work well both independently and in a team</li> </ul>	<ul style="list-style-type: none"> <li>• Knowledge of qualitative and quantitative research methods</li> <li>• Demonstrable problem-solving attitude</li> <li>• Professional standard of writing in additional languages</li> </ul>