

JOB DESCRIPTION – THREAT ANALYST

Role	Threat Analyst		
Reports to	Sr. Manager, Threat Detection & Prevention	Direct reports	N/A
Budgetary responsibility	N/A	Resource responsibility	N/A
Safeguarding	Adhere to ISD’s Safeguarding Policy	Key relationships	Director of Threat Analysis; ISD US Research Team; Digital Policy Lab
Contract	Full time, permanent	Location	US/Hybrid or Remote
Salary	\$55,000-\$90,000 + benefits	Location	5

About ISD

ISD is an independent, non-partisan, non-profit organization dedicated to safeguarding democratic integrity, freedom, national security, public safety and individual rights by reversing the rising global tide of polarization, extremism, foreign interference and authoritarianism. Combining research and analysis with government advisory work and the design and delivery of training, education and communications programs, ISD works to implement real-world, evidence-based responses to these challenges.

For 20 years, ISD has been at the forefront of analyzing, exposing and combatting all forms of terrorism, extremism, foreign interference, digital manipulation and authoritarianism, helping equip institutions, communities and the private sector with the tools, policies and skills to achieve impact at scale. ISD’s mission is delivered by teams in the UK, the US, Germany, France, Jordan and Canada. Details of ISD’s separate legal entities can be found [here](#).

Role Purpose

The **Threat Analyst** will work as part of a team researching online radicalization, terrorist use of the internet, and the migration of online rhetoric and behavior to offline violence and other illegal activities. The analyst will conduct quantitative and qualitative digital research into groups, movements, and networks to identify credible, specific, and/or imminent threats, as well as online trends that have the potential to instigate violence and other harms. The analyst will also produce, edit, and lead the quality control of various national security and public safety-related internal- and external stakeholder-facing outputs, such as monthly trends briefs, intelligence and analytical alerts and products, and briefings for external stakeholders. The analyst will work closely with others digital research analysts, as well as with senior managers and directors across the ISD-US team.

Responsibilities

Threat Monitoring, Digital Ethnography, and Qualitative Analysis (40%)

- Conduct qualitative and quantitative analysis, through digital ethnography and tools (e.g. Pyrra, Brandwatch) to detect trends, such as:

- Online activity with the potential to impact threats to public safety, including to mass gatherings and other events such as, but not limited to, US elections;
- Development of new tactics to influence real-world threats; and
- Activities perpetrated by terrorist, extremist, adversarial state actors, and other groups and movements that pose threats to public safety.
- Analyze impact of real-world events/developments, such as global conflicts or incidents of political violence, on public safety in the United States.

Publications (40%)

- Produce clear and concise analytical products based on threat investigations.
- Lead quality control efforts for various outputs, including but not limited to, written reports, alerts, and PowerPoint decks for verbal briefings.
- Author and review/edit clear, data-driven, and accessible analysis for a variety of stakeholders and audiences, such as law enforcement, policymakers, NGOs, and the broader public:
 - Review and copyedit collaborative products.
 - Produce and/or support written briefs, alerts, PowerPoints, and other products.
 - Contribute to managing team-wide project management tracker.

Incident Response (15%)

- Collect, process, and analyze reporting related to potential extremist and terrorist activity in North America.
- Produce quick-turn intelligence alerts and other products on real-world plots and attacks that include relevant takeaways and insights for the reader.

Administrative Responsibilities (5%)

- Data management and cleanup, file storage, and retention.

PERSON SPECIFICATION

Expectations

We expect all staff, consultants and volunteers to:

- Commit to ISD's vision, mission and [Guiding Principles](#)
- 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 endeavor to make recruitment processes 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"> • Personal integrity • Focus on quality
Collaboration	<ul style="list-style-type: none"> • Respect for others • Commitment to the team
Agility	<ul style="list-style-type: none"> • Efficiency and effectiveness • Problem solving
Courage	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • Subject matter expertise on extremist or terrorist groups, subcultures of nihilistic violence, hacktivist groups, or violent online networks • Proficiency with social listening tools 	<ul style="list-style-type: none"> • Master's degree qualification or relevant work experience in relevant field • Multi-stakeholder engagement experience • Background and understanding of information manipulation tactics, hostile foreign state actors, and/or cyberhactivist activities
Experience	<ul style="list-style-type: none"> • Experience and knowledge of online analytical tools and approaches, including but not limited to social media analysis, network mapping, or OSINT techniques • Experience producing and tailoring briefs for varying audiences, such as law enforcement and NGOs • 2+ years professional experience as a researcher or analyst 	<ul style="list-style-type: none"> • Professional experience in law enforcement, media, government, or other field requiring the ability to quickly digest data and produce/tailor written products for varying audiences

Skills	<ul style="list-style-type: none"> • Exceptional written and spoken English • Editing skills 	<ul style="list-style-type: none"> • Graphic design and/or data visualization skills: e.g. Tableau, Google data studios • Public speaking experience • Foreign language skills, particularly Mandarin, Spanish, Russian, Farsi, or Arabic
Additional requirements	<ul style="list-style-type: none"> • Outstanding attention to detail • Highly organized with the ability to be flexible, multi-task, and respond proactively in a fast-paced environment • Ability to work well both independently and in a team 	<ul style="list-style-type: none"> • Ability to be flexible with working hours as needed for out-of-hours incidents and events