COUNTER-HATE & EXTREMISM INTERN (UK)

Role	Counter-hate & Extremism Intern (UK)		
Reports to	Senior Research and Policy Manager	**Direct reports**	N/A
Budgetary responsibility	N/A	**Resource responsibility**	N/A
Safeguarding	N/A	**Key relationships**	Senior Research and Policy Manager, wider counter-hate and extremism teams
Contract	Full-time, 5 month fixed-term contract	**Location**	London, Hybrid or UK Remote
Salary	London Living Wage (£14.80 per hour, increasing to £15.45 from 1st May 2027)	**Level**	Level 8

About ISD

ISD is a fiercely independent 'think and do tank' dedicated to safeguarding individual rights, democratic process, national security and public safety against the rising tide of authoritarianism and extremism globally. 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 analysing, 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 Intern will support ISD's established UK counter-hate and extremism teams, providing research, policy analysis and programming support across both portfolios. They will join a diverse range of projects: analysing online hate and extremism, conducting background research, drafting reports, and supporting the delivery of programmes and events. This is a chance to get hands-on experience with policy and research work countering hate and extremism targeting communities in the UK and globally.

The Intern will likely support research, analysis and programming on topics including:

- Evolving extremism threats
- Online radicalisation
- Violence prevention policy and practice
- Targeted hate (including misogyny, antisemitism, anti-Muslim and anti-LGBTQ hate)

Responsibilities

- **Background research and drafting materials (35%)**
  - Assist in drafting concept papers, background materials for research and project materials related to extremism and hate.
  - Contribute to drafting internal communications materials such as board papers.
  - Where feasible, contribute to translating documents from local languages into English.

- **Digital analysis (20%)**
  - Interpret social media discourse and online media sources relating to extremism and hate, using the range of digital analysis tools available to ISD researchers.
  - Provide analysis of extremist activity and hate incidents, including assessments of their source, techniques and potential impact.
  - Assist in relevant research activities, including coding of online text content or analysis of online datasets where deemed appropriate.

- **Events and logistical support (20%)**
  - 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.
  - Maintain up-to-date information on relevant databases.
  - General administrative and project management support to the team.

- **Project and partner coordination (15%)**
  - Support in scheduling partner meetings, drafting notes and follow-up tasks.
  - Draft narrative project reports for internal or external requirements.
  - Support teams in monitoring and evaluating the impact of projects.

- **Development support (10%)**
  - Support the team with the development and scoping of new research projects across extremism and hate.
  - Review and summarise existing research and policy debates around extremism and hate.

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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 organisational culture. We particularly welcome applications from candidates currently underrepresented across ISD. We endeavour 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	• 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	• Educated to degree level in related field (e.g. political or social science, international relations, security studies) relevant experience • An understanding of and commitment to ISD's core mission	• Master's Degree Qualification or substantial relevant experience • A good understanding of the social media landscape • Demonstrable interest in related ISD issue areas

	• Demonstrable understanding of extremism across the ideological spectrum • Competent and confident in use of full Microsoft Office suite	
Experience	• Experience working in a dynamic remote-forward environment • Experience organising meetings • Experience with data collection • Experience editing and writing formal documents	• Experience working for a research or civic action organisation • Experience with data analysis and report writing • Experience with project management support and coordination of project deliverables
Skills	• Exceptional written and spoken English • Clear, fluent, and concise oral and written communication skills • Outstanding attention to detail • Highly organised with the ability to be flexible, multi-task, and respond proactively • Ability to work well both independently and in a team	• Knowledge of qualitative and quantitative research methods • Demonstrable problem-solving attitude • Professional standard of writing in additional languages