

JOB DESCRIPTION

**AMNESTY
INTERNATIONAL**



AMNESTY INTERNATIONAL INTERNATIONAL SECRETARIAT

JOB TITLE Business and Human Rights Adviser, Children and Young People's Digital Rights
PROGRAMME Amnesty Tech
LOCATION Any country/territory with an Amnesty International Secretariat office provided that we are in a position to hire an employee in that location: <ul style="list-style-type: none">• Americas (New York and Washington);• Africa (Dakar, Nairobi and Johannesburg);• Asia & Pacific (Colombo);• Europe (London, Brussels);• Middle East & North Africa (Tunis and East Jerusalem).
JOB PURPOSE <p>Working as part of the Children's Digital Rights (CDR) team, the purpose of this post is to develop research and advocacy campaigns targeting big tech and surveillance companies (in cooperation with research, policy and advocacy colleagues) on the human rights impacts of digital technologies on children and young people's digital rights, particularly in relation to their health and well-being. As part of the Amnesty Tech Programme, the overarching vision of this team is of a world where online platforms and other digital technologies are safe, healthy and supportive spaces for children and young people, helping them realize their human rights.</p> <p>The CDR team has the following primary objectives:</p> <ul style="list-style-type: none">• Research and document the impact of Artificial Intelligence, big data systems, and surveillance-based business models on the health and well-being of children and young people.• Work with young people to research the impact of online abuse, harassment, unlawful targeted surveillance and discrimination against children and young people.• Support children and young people, in all their diversity, to become more skilled, autonomous and resilient leaders of human rights change in the digital domain.• Develop children and young people's knowledge of digital rights and the nature of technology and its impact on their health and well-being as we build an inclusive narrative and campaign to re-imagine a rights-respecting ecosystem.• Strengthen and support youth networks to develop and deliver youth-led campaigns.

- Respond in real time to emerging and changing policy and legal frameworks that regulate Big Tech platforms and that impact on children and young people.

This work of the CDR team will benefit children and young people by increasing their awareness of the impact of big tech surveillance and data companies on their health and well-being. By creating space for intergenerational dialogue, we will ensure that a broad range of children and young people's voices are at the centre of tackling online human rights violations and that throughout Amnesty these changemakers play active roles in creating a world where everyone enjoys human rights, health and well-being.

As a Business and Human Rights Adviser on Children and Young People's Digital Rights, you will lead on the development and implementation of research and advocacy strategies to deliver impact in relation to business and human rights and agreed priorities; provide authoritative advice to country and thematic specialists in the International Secretariat (IS), sections and structures; develop Amnesty's policy positions and advocacy strategies and contribute to the development of the movement's strategic goals and responses to tech companies' impact on children and young people's rights in the digital sphere.

DEPARTMENT PURPOSE

This position sits within the Amnesty Tech Programme, responsible for leading and developing Amnesty International's work on technology and human rights. Amnesty Tech is a global collective of advocates, hackers, researchers and technologists. We aim to:

- Bolster social movements in an age of surveillance;
- Challenge the systemic threat to our rights posed by the surveillance-based business model of the big tech companies;
- Ensure accountability in the design and use of new and frontier technologies;
- Encourage innovative uses of technology to help support our fundamental rights.

Amnesty Tech also provides strategic vision, leadership and analysis on the issue of technology and human rights which allow Amnesty International to identify and address new trends or emerging issues in a timely manner.

AJIS PURPOSE

The International Secretariat, which operates from a number of sites around the world, gathers and communicates accurate and action-oriented human rights information globally. We campaign for meaningful

human rights change; enable effective human rights activism and work to persuade governments and other actors to uphold universal human rights standards. We provide strategic leadership, support and advice to the Amnesty International movement globally, fostering Amnesty International's contribution, presence and public accountability throughout the world.

WORKING RELATIONSHIPS

Reporting to: Deputy Programme Director, Amnesty Tech

Posts that this job manages: Occasional supervision of consultants

Other key relationships: Other Children's Digital Rights Team members, Amnesty Tech Programme Director, Strategic Communications and External Affairs Adviser, Media Manager. Strong working relationships with the Global Youth Programme and the Business and Human Rights team within the Global Issues Programme. Liaison with staff in other Programmes (Campaigns and Education, Marketing and Communications, Global Issues, Regions, Global Strategy and Impact, and Gender, Sexuality and Identity), as well as Regional Offices, Amnesty International Sections and Structures and national offices (especially in key implementing countries as agreed with the Amnesty movement); youth networks; key stakeholders in the field of business and human rights and children's and young people's rights within the UN, Regional Institutions, NGOs, faith groups and academia.

MAIN RESPONSIBILITIES

- Undertake desk and field-based research on the impact of the surveillance-based model of big tech and surveillance companies on children and young people's rights, particularly in relation to their health and well-being;
- Lead specifically on information-gathering, fact-finding, analysis and assessment of relevant business and children and youth rights concerns; prepare, where necessary, security assessments, political and other briefings related to the plans and strategies of the CDR Team;
- Develop and implement advocacy strategies on children and young people's rights in the context of business and human rights, in particular on the surveillance-based model of big tech;
- Represent Amnesty International externally, including in governmental, inter- governmental, and other forums, as well as with companies, news media, civil society organizations and others;
- Provide expert advice on research and research methodology on business and human rights to Amnesty Tech staff, Amnesty International staff, sections/structures, and other Amnesty

International membership bodies as appropriate, to ensure quality and consistency of work in this area.

- Provide policy advice on issues of business and human rights to Amnesty International staff, sections/structures, and other Amnesty International membership bodies as appropriate in order to ensure accuracy and relevance, and the integration of these issues into Amnesty Tech's work.
- Write or contribute to the drafting of timely and effective reports, briefings, position papers, correspondence, action materials, press releases, and other internal and external documents in order to implement Amnesty Tech's agreed strategies.
- Develop and coordinate the implementation of specific advocacy initiatives, contribute to campaigning strategies, and manage specific sub-projects within the framework of agreed strategies for the team, the Amnesty Tech Programme, the International Secretariat and the Amnesty International movement. This may include coordination of project teams and supervision of consultants.
- Develop and maintain effective constituencies of public and confidential contacts and partners outside of the organization – such as human rights activists, partner organizations, members of legal and other professions, UN agencies and governmental representatives – to optimize information gathering and verification and the development and implementation of effective strategies and plans.
- Act as an Amnesty International expert spokesperson on business and human rights as they relate to children and young people's digital rights to raise public awareness of Amnesty International and its concerns, and develop media and other professional contacts.
- Communicate Amnesty International's concerns, positions and key messages to Amnesty International's membership, civil society organizations and at other forums, including through lobbying at relevant public forums in relation to campaigning priorities and undertaking other advocacy, and in addition, as appropriate, represent Amnesty International in governmental, intergovernmental and various public forums, as well as with the news media, companies, etc.
- Contribute to internal discussions on the Amnesty International mission, policy, organizational matters and other issues in order to increase the effectiveness of Amnesty International's work on children and young people's digital rights.

- Participate in the coordination of the work of the Children's Digital Rights team and Amnesty Tech, including through setting priorities, preparing work plans, monitoring their progress and contributing to maintaining budgets.
- Manage specific projects within the framework of agreed strategies and timelines. This may include coordination of project teams and supervision of consultants.
- Contribute to the overall flexibility of resource use and provide cover for other programme staff as agreed with management.
- Support and contribute to Amnesty Tech's commitments to anti-racism, intersectionality, equity and inclusion across all activities and projects.
- **Perform all necessary administrative tasks to ensure effective self-sufficiency, and participate in the recruitment and induction of new staff and consultants and perform other corporate tasks as appropriate.**

WHAT DOES SUCCESS LOOK LIKE IN THIS JOB?

- Amnesty International is able to effectively promote the protection and respect of children and young people's digital rights as they relate to business and human rights, in particular on the surveillance-based model of big tech and in relation to children and young people's health and well-being;
- Amnesty International effectively influences the adoption of strong standards for the respect of children and young people's digital rights in relation to the surveillance-based model of big tech, with a particular emphasis on health and well-being;
- Opportunities to tackle children and young people's rights abuses related to big tech are proactively identified and engaged towards positive change;
- Amnesty International is perceived and valued as a leader on the rights of children and young people in relation to the surveillance-based model of big tech;
- Amnesty International is well and expertly represented in relevant international and regional forums and has strong working relationships with key stakeholders;
- Amnesty International staff and networks receive advice and guidance that is timely, authoritative, succinct and accurate, including on relevant international human rights standards and their application;

- Amnesty International has a strong profile on business and human rights as it pertains to children and youth people's digital rights, based on the production of high-quality reports and other public documents, and on the expert leadership and representation provided by the post holder.
- Amnesty International IS staff, sections and networks receive advice and policy guidance that is timely, succinct and accurate, including on relevant international law and standards and their application;
- The post holder produces reports and other documents that are carefully researched, compellingly written, aimed at achieving specific impact, and delivered on schedule.
- The post holder communicates clear and effective messages to government, companies, media, civil society, national and international NGOs and partners on the ground, achieving impact on the human rights issues at stake;
- The post holder implements, monitors and evaluates related action plans to set deadlines in conjunction with the CDR Researcher, CDR Campaigner and other team members, generates external awareness and activities on children and young people's digital rights by mobilizing and supporting the membership, and expands networks of influence in relation to key concerns and priority areas in the team strategy and plans;
- The post holder takes and creates strategic opportunities for policy development, research, lobbying, and public intervention on children and young people's digital rights, in particular their health and well-being;
- The post holder takes and creates opportunities to try out innovative research and advocacy methods, build partnerships with relevant stakeholders including in the technology sector, and create non-traditional collaborations between technologists, and human rights activists;
- Other Amnesty staff and external actors, including the staff of other NGOs, turn to the post holder for his or her recognized expertise;
- The post holder will contribute to a collegial and professional team environment that is based on respect, equality, diversity, active anti-racism and openness to constructive feedback.

SKILLS AND EXPERIENCE

- Specialist and in-depth knowledge of business and human rights, and an in-depth understanding of the nature of key children and young people's digital rights concerns, as well as the relevant political, social, legal, economic, cultural, ethnic, racial and gender issues;
- Significant expert knowledge – demonstrated through academic qualifications and/or substantial professional experience – of digital technologies, the surveillance-based model of big tech and their intersection with the promotion and protection of human rights.
- Extensive professional experience of conducting high-quality research on business and human rights issues in international settings, in particular children's and young people's rights, and digital rights, as demonstrated in a range of publications or other outputs;
- Expert knowledge of the international business and human rights legal framework, gained through at least five years' experience working within the sector;
- Demonstrated ability to analyse human rights issues, and to develop short and long-term strategies to achieve human rights impact and concrete change.
- Ability to represent Amnesty International to a variety of external stakeholders, to present ideas clearly, and advance compelling arguments;
- Excellent political judgement, strong analytical skills and the ability to think and plan strategically;
- Excellent written and verbal English and the ability to produce clear, persuasive, and concise research documents, policy positions and strategy papers; in addition, the ability to work to a high professional level in another widely used language will be an advantage;
- Strong interpersonal skills including negotiating and influencing skills;
- Ability and self-driven interest to keep up to date with emerging digital technology and children & young people's rights trends;
- Good ability to evaluate situations and issues in the short, medium and long term, set strategic goals in accordance with organizational priorities, monitor plans, and evaluate outcomes;
- Excellent ability to plan and prioritize work, including when under pressure, and to ensure deadlines are met;
- Experience of working in a team, participating in the collective coordination of the work of the team by contributing to setting priorities, motivating self and others, and resolving team conflicts;
- Ability and willingness to undertake personal administrative tasks in accordance with Amnesty's guidelines on self-sufficiency;

- Understanding of equal opportunities, cultural diversity, anti-racism and gender issues as well as a commitment to apply relevant policies.

HOW WE WORK – OUR BEHAVIOURS:

Our organizational culture, which essentially represents how we behave, our working relationships and our ability to collaborate as a movement, underpins everything we do and is pivotal to the success of our impact. Our five behaviours form the basis of the type of culture we want to have in Amnesty:

- **Accountable** - I consistently strive to reach my goals in a thorough, timely way that I can be proud of, and I re-empower others to do the same.
- **Considerate** - I support my colleagues and try to find out what motivates them to do their best, and what pressures they are under, so that I can consider this when we work together.
- **Creative** - I continuously look for new and creative solutions and encourage others' ideas so that we can adapt and succeed in an ever-changing and uncertain global environment
- **Decisive** - I make sound judgements within my work so that a project or activity can progress with pace and confidence.
- **Respectful** - I treat my colleagues with equality and dignity, and assume they have integrity. I value the different perspectives of my colleagues as well as my own and show them that their contributions and expertise matter.

EQUALITY STATEMENT

Equality and diversity are at the core of our values and staff are expected to work collectively and individually to promote a constructive and sensitive approach to others from a variety of backgrounds, where the work of others is valued and respected.

To address the lack of diversity in the technology and human rights community we especially encourage applications from those with diverse ethnic backgrounds and gender identities. Even if you do not meet all our desired qualifications, we would like to hear from you – particularly if your background is underrepresented in the NGO or technology sectors.

We especially encourage applications from those with lived experience of human rights violations and abuses, including discrimination and marginalization.

CONFLICT OF INTEREST

Public or other activity, affiliation to or support for any group or organization, personal association or other factor which may generate a real or perceived conflict of interest with Amnesty International's principles (specifically independence and impartiality), or raise a security concern, or otherwise prevent the candidate from carrying out key functions of the specific post and would therefore disqualify the candidate from being appointed.

