

JOB DESCRIPTION

**AMNESTY
INTERNATIONAL**



AMNESTY INTERNATIONAL INTERNATIONAL SECRETARIAT

JOB TITLE Campaigner, 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 campaigns (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 Campaigner on Children and Young People's Digital Rights, you will develop and implement campaigning strategies, managing and coordinating actions on the impact of digital technologies on children and young people's rights based on and in coordination with research developed in the CDR team; and supporting and liaising with Amnesty International movement and outside networks to ensure maximum impact.

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.

AIIS 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. 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 children's and young people's rights within the UN, Regional Institutions, NGOs, faith groups and academia.

MAIN RESPONSIBILITIES

- Contribute to the development of overarching theories of change and research & campaigning strategies to deliver impact, and to lead on the development and implementation of specific campaigning strategies to support them, managing and coordinating actions on the impact of digital technologies on children and young people's rights, particularly in relation to their health and well-being.
- Support and liaise with Amnesty membership structures and maintain and develop networks of national and international NGOs and other external partners – such as human rights and children's rights activists, youth advocates and movements, technology experts and activists, partner organizations, members of legal and other professions, UN agencies and governmental representatives – in the development and implementation of campaigning strategies and plans.
- Write or otherwise devise campaigning and other materials for external and internal use, such as reports, public statements, briefings, position papers, web features, action materials, press releases, audiovisual materials and government correspondence in order to implement agreed strategies and campaigns.

- Research the most effective ways to campaign for the promotion and protection of children and young people's rights in the digital sphere, and monitor and conduct evaluations of campaigning strategies, plans and actions.
- Monitor and analyse political and human rights developments and conduct research as appropriate and in cooperation with the CDR Researcher into children and young people's rights as they relate to digital technologies, as well as individual cases, including by partaking in desk research, participating in field research and through contact with partners on the ground.
- 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 internal and external forums in relation to campaigning priorities/actions and undertaking other advocacy as needed. In addition, as appropriate, represent Amnesty International in governmental, intergovernmental and various public forums, as well as with the news media, companies, etc.
- Provide input into 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 rights as they relate to digital technologies, particularly in relation to their health and well-being;
- Amnesty International effectively influences the adoption of strong standards for the respect of children and young people's rights in the field of digital technologies, with a particular emphasis on health and well-being;
- Opportunities to tackle children and young people's rights abuses related to digital technologies are proactively identified and engaged towards impact and positive change;
- Amnesty International is perceived and valued as a leader on the rights of children and young people in relation to the development and use of digital technologies;
- 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 CDR research and campaigning plans, including where necessary on the applicable international human rights standards and their application;
- The post holder formulates effective strategies for achieving impact and positive change in protecting the rights of children and young people in the field of digital technologies, including through the strategic use of participatory campaigning methodologies;
- 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 researcher 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 produces high-quality campaigning outputs, using cutting-edge and participatory methodologies where possible, compellingly written, aimed at achieving specific impact, and delivered on schedule;
- The post holder takes and creates opportunities to try out innovative campaigning methods, build partnerships with relevant stakeholders including in the technology sector, and create non-traditional collaborations between technologists, and human rights activists;
- 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

- Experience of strategic campaigning, including knowledge of the steps required to devise campaigning strategy and awareness of the need for actions and campaigning techniques to be based on strategies and be adapted to effect changes in a given situation;
- Knowledge of children and young people's rights, and an understanding of the nature of key human rights concerns, as well as the relevant political, social, legal, economic, cultural, ethnic, racial and gender issues;
- Ability to motivate and inspire others towards activism for change, including through creative and dynamic approaches to encourage campaigning and action in the face of obstacles and including an understanding of digital campaigning tools and their appropriate use for target audiences to ensure both online and offline activism and mobilization;
- 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 campaign strategies, digital actions and other outputs; in addition, the ability to work to a high professional level in another widely used language will be an advantage;
- Demonstrated commitment to human rights, in particular children's rights and/or young people's rights, e.g., through previous work, membership of an organization, involvement in advocacy of human rights, etc.;
- Strong interpersonal skills including negotiating and influencing skills;
- Ability and self-driven interest to keep up to date with emerging digital technology 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 International'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.