

Researcher, Strategic Research and Insight

Reporting to: Senior Associate, Strategic Research and Insight.

Contract type: One-year initial contract, with possible extension.

Hours of work: Full-time, 37.5 hours per week.

Location: Remote within UK, Belgium, France, Greece, Ireland, Netherlands, Switzerland

Salary: £23,000-28,000 per annum is the salary range for the position based on the UK range of salary; position within the range will be determined based on candidate location, expertise and experience.

Benefits: 25 days paid annual leave per annum plus all public and bank holidays; company pension scheme; parental leave; flexible working; company-provided MacBook and iPhone; home-working allowance after successful completion of probationary period.

Job Purpose

The Researcher will be a core member of AWO's Strategic Research and Insight team, working for clients that range from non-profits and philanthropy, government, private business, humanitarian organisations to academia.

The Strategic Research and Insight team undertakes a particularly broad spectrum of client work that straddles our Shape and Apply services. Past projects have included:

- Working with a major foundation to inform a grant-making strategy responding to problematic uses of technology deployed during the COVID pandemic in Europe
- Assessing technologies used by major social media companies to combat child sexual abuse material on their platforms for a coalition of NGOs.
- Researching new methodologies for algorithm audit for philanthropy and NGOs.
- Undertaking human rights impact assessments of technology companies for an government undertaking investment due diligence.
- Running a workshop to identify litigation strategies to counter technology-based racial discrimination in policing.

The varied nature of the work, means this is a collaborative role that will engage with AWO's work with our Public Policy, Data Protection and Litigation teams, as well as with external consultants and collaborators within the wider AWO network.

Typically, each client project will have a small project team created to deliver it which commonly includes: a Director, Senior Associate, and a Researcher. The specific composition will depend on team availability and project needs. We often bring on board external consultants with subject matter expertise.

Each project will be structured differently but might typically involve one or two project meetings a week, where we review deliverables and assign new tasks. We use Microsoft Teams groups to share interim material as it's developing, and discuss matters in chat. The Researcher should be comfortable conducting desk research and drafting memos within a supportive team environment that values self-direction and individual initiative.

At any given time, the Researcher can expect to work on two or three client projects, which will provide exposure to a variety of clients and technology policy issues. While specific tasks will vary



based on the project, they will include legal research, technology policy research, general research, analysis, report writing and project management support across AWO.

Job Duties and Responsibilities

This is a wide-ranging role, looking at a number of cutting-edge human rights and technology issues.

You will be required to perform other tasks in addition to the below, as requested by the Directors.

Research

- Undertake legal research on a wide range of issues primarily at the intersection of technology and fundamental rights including by analysing:
 - National frameworks
 - EU law and policy
 - International human rights law
- Undertake general (including non-legal) research on a wide range of issues primarily at the intersection of technology and fundamental rights including:
 - Automated decision making
 - Surveillance and national security
 - Data protection
 - Cyber security
 - Future of work
 - Platform regulation
- Synthesise findings and structure appropriately to summarise key points, recommendations, conclusions etc.
- Design and conduct research interviews with stakeholders
- Monitor new legal developments and research on emerging technology topics and policy

Report Writing

- Produce concise written and verbal analysis for clients, AWO Directors and other colleagues
- Draft, proofread and edit reports
- Summarise other documents and reports as required
- Formatting reports using AWO templates
- Compile bibliographies and reference materials

Project Management

- Support others in managing projects, logistics and general administrative planning to deliver client work and projects to deadlines
- Ensure information is in the right place and effectively managed and updated
- Monitor and flag risks and issues in a timely manner
- Facilitate good communication with clients and colleagues
- Assist with deliverables to ensure projects are delivered on time and to scope



- Identify and propose new opportunities for AWO to work efficiently and effectively

Organisational

- Contribute to the development of AWO's culture and values
- Contribute to company policy and strategy development

Compliance

- Comply with relevant AWO risk management and governance frameworks
- Comply with AWO policies and procedures e.g. expenses, time reporting

Person Specification

This is a unique and exciting opportunity for someone with a legal background and interest in the intersection between law and technology, who is keen to learn and develop within a small but growing organisation.

Skills, Qualifications and Experience

- Six months relevant experience in a legal and policy environment
- Law degree, in any jurisdiction
- Familiarity and keen interest in legal and policy issues related to technology, including data protection
- Up-to-date knowledge about European and international technology policy issues
- Able to produce excellent written work, which is well-structured, clear and concise
- Excellent communication skills

Behaviours and Competencies

- Affinity for AWO's mission and approach to technology and policy
- Keen to learn, develop and get involved in a wide range of tasks
- Excellent attention to detail
- Comfortable with ambiguity: able to find a solution to achieving goals without precise instruction on getting there
- Ability to undertake a wide range and variety of tasks with conflicting deadlines and manage changing priorities
- Comfort and desire to work from home as AWO is a remote-first organisation, with the Strategic Research and Insight team spread across Europe.

