



HEAD OF RESEARCH

Airwars

ABOUT THE ORGANISATION

Airwars is a UK-based not-for-profit transparency watchdog which tracks, assesses, documents and geolocates civilian harm resulting from explosive weapons use in conflict-affected countries - such as Iraq, Syria, Yemen, Libya and Somalia. We are affiliated with the Department of Media and Communications at Goldsmiths, University of London, where our office is currently based. As an organisation, we are a member of several civil society networks, including INEW - the International Network on Explosive Weapons use; the Casualty Recorders Network - part of Every Casualty Counts; and the newly established Minorities in Peace and Security network.

Why we exist

By building a public record, at scale and in real time, we seek to hold belligerents to account for their actions: we provide a comprehensive and reliable evidence base for individuals, communities and civil society as they bring claims of harm to those responsible; and we push for a narrative shift around explosive weapons use, especially in urban areas, by exposing the devastating human toll of modern urban warfare. We aim to be advocates for civilians in all conflict zones, therefore we do not take positions on the legality or political positioning of any of the belligerents we monitor. We are committed to the field of civilian protection and neutral on all conflicts and belligerents we monitor.

Structure

Originally founded in 2014, we are a small team of consultants, staff and volunteers. We bring varied lived experience to the organisation, which is important for us to respect. We work across multiple regions and timezones, including with colleagues based in conflict-affected regions. As such, we want to foster a work environment where we encourage proactive communication among colleagues and a sense of collective purpose.

In the coming years, we are looking to grow our organisation, building new systems and staff support mechanisms. We will be looking to update our internal operations to ensure the continued smooth running of the organisation.

Additional Information

This is a hybrid position - in-person requirement in our London office at least two days per week; management of both remote and in-person teams. We are not able to sponsor visas for applicants.

This position could suit people in a variety of different stages of their life and career. We also encourage applications from people who match a lot of the Person Profile, but whose talent and experience may not be reflected in paid professional roles and formal qualifications.

As we monitor incidents of civilian harm, this brings with it a risk of secondary trauma due to repeated exposure to difficult and violent content. While this risk is embedded in the nature of the work we do, we work to put support mechanisms and procedures in place to mitigate this risk.

ROLE DESCRIPTION

Salary and Benefits - The salary range for this position is 31-35,000/year commensurate with experience. In this position, we will offer significant networking and career development opportunities - particularly within the field of protection of civilians and conflict documentation and analysis.

Head of Research Accountabilities i.e. what colleagues can rely on you to do

- ◆ Ensure that the research team are well organised, motivated and able to meet Airwars' strategic research goals with quality outputs
- ◆ Ensure that the work of the research team is well coordinated with the work of other departments at Airwars
- ◆ Ensure the accuracy of analysis and technical delivery in line with Airwars methodology and to the required standards
- ◆ Ensure all staff are protected by a well-functioning trauma mitigation policy that is kept up to date and is fit for purpose
- ◆ Ensure that findings and data reach their targets in line with Airwars strategy

Head of Research Responsibilities i.e. key tasks or activities related to your areas of accountability

> Line Management of Research Staff

- ◆ Maintain and update short-term and long-term goals for all staff and projects
- ◆ Line manage all research staff, including overseeing contracts, staff objective setting and performance reviews, and duty of care obligations
- ◆ Invest in the duty of care of the team, reviewing staff wellbeing and the effectiveness of the trauma mitigation policy, in order to identify and mitigate risks, and escalate any concerns to the Director or the Executive Board
- ◆ Organise sufficient staff training in casualty counting methodology, and have a strong grasp on Airwars methodology and standard operating procedures

> Project Management & Coordination

- ◆ Manage and oversee the full research cycle, including: research design, implementation, dissemination, and evaluation
- ◆ Routinely review live civilian harm incidents and archive uploads and provide constructive feedback to staff
- ◆ Work with large datasets, produce data analysis outputs and quality check the work
- ◆ Work with the web development team to develop internal quantitative data analysis processes, and support data management
- ◆ Facilitate communication between different roles and functions within Airwars
- ◆ Facilitate creative and constructive discussion between team members, and provide technical input and support

> Manage Research Impact and Operational Alignment with Airwars' Strategy

- ◆ Read widely within the protection of civilians field, as well as on wider conflict related fields, in order to ensure they are kept up to date with emerging trends
- ◆ Routinely monitor all conflicts and regions, in order to be kept updated on conflict events
- ◆ Make connections with other civil society actors within the field of civilian protection, in order to advance the work of Airwars
- ◆ Publicly represent Airwars as a technical expert - sharing findings on public panels, on social media channels, in publications and other related public forums
- ◆ Maintain and establish relationships that can enhance the strategy and impact of Airwars work
- ◆ Work with the Investigations team to provide bespoke data analysis, offer access to the archive, and identify any areas of collaboration or shared technical expertise
- ◆ Work with the Director and Senior Management team to identify potential future areas or topics of research focus

HEAD OF RESEARCH PERSON PROFILE

Personal Qualities

i.e. personality traits, characteristics and interests that describe you

Resilient in the face of criticism	Attentive to detail - without losing perspective on goal	An aptitude for offering constructive critique	Ability to recognise - and communicate - stress thresholds
Ability to facilitate meaningful group discussions	Ability to work with difficult content, i.e. incidents of violence	Ability to think clearly and adapt	Ability to gauge people's interest and attention
Interest and curiosity in this area of work	A creative and imaginative thinker	A structured thinker	Comfortable with change and dynamic work environments
Comfortable communicating in public settings			

Skills

i.e. things that you can do competently and independently

Write accessibly to be understood within public discourse	Data modelling and analysis	Find innovative angles within the archive / data	Know how best to shape the message / narrative for impact
Manage multiple work streams / projects simultaneously	Connect your work with the work of other teams	Research for the purpose of producing new, usable data	Identify data gaps and needs

Maintain a duty of care to staff	Back-end data management for an archive	Prioritise and manage internal workflows of team	Write reports
Communicate about your role to external partners and peers	Public speaking	Work with multi-lingual teams and in a multilingual environment	Build relationships of trust and open exchange with people within institutions
(Critical) Analysis	Identify areas of complementarity with other stakeholders' work	Evaluate and take decisions based on their ethical impact and risk of harm	Complex problem-solving in conflict-affected environments
Media engagement (responses to queries)	Translate policy and implications into accessible formats and messages	Lead and motivate hybrid teams, working remotely and in-person	Manage long-term and short-term planning/work cycles
Analyse the interests shaping someone's political positioning			

Knowledges and Networks

i.e. specific expertise or connections you can bring to the role

Familiarity with OSINT field in general	Familiarity with data visualisation	Expertise in research methods	Applications of research methods in conflict environments
Understanding of conflict dynamics in contexts, such as, Syria; Iraq; Somalia; Yemen; Libya, Pakistan; Gaza; Israel	Familiarity with humanitarian systems and networks	Familiarity with the 'protection of civilians' history and development	Working knowledge of English and other languages, e.g. Arabic; Somali; Ukrainian; Russian - Useful
Experience with social media engagement strategies, e.g. pros/cons, best practices	Familiarity with tensions & limitations of International Humanitarian Law	Knowledge of military practice; laws of armed conflict; rules of engagement	Familiarity with different digital media tools and platforms
Networks among national or local conflict specialists	Networks that connect you into critical, intersectional knowledge & practice		

Head of Research Application Process

Please note, we will not be accepting CVs or other documentation in this process

We want to give you the best chance to provide relevant examples and to demonstrate the skills, qualities and knowledge that you've gained from a variety of professional, personal, paid, unpaid life experience. At each stage of the process, we'll set out which aspects of the Person Profile (in the job description) are being evaluated so you can focus in - or elaborate - on your responses accordingly. We aim to offer candidates a realistic picture of the role, the organisation and the work environment so that we achieve the best possible match for the organisation and for incoming colleagues.

1. An initial, informal expression of interest ([online questionnaire](#), totalling approx 500 words), where we are primarily aiming to learn more about:
 - ◆ Your comfort with change and dynamic work environments
 - ◆ How you would maintain a duty of care to staff
 - ◆ Your interest and curiosity in this area of work
 - ◆ Your engagement with data modelling and analysis
 - ◆ Your ability to write accessibly to be understood within public discourse
 - ◆ How you might prioritise and manage internal workflows of team members
2. Selected applicants will be invited to submit a tailored application form
3. A (reflective) task followed by a short interview with the selection panel
4. A final interview

At this stage, we anticipate that the application form will be sent by July 7th; the tasks will be sent to selected candidates and discussions during the week of July 18th; and any final interviews will take place the first week of August.

We would like to aim for a starting date of late August to early September 2022. However the position will remain open until filled.

For candidates at the interview stage, please do let us know if you have prior professional, personal or other caring commitments to take into consideration when scheduling the interviews.

[**APPLY NOW**](#)



With thanks to [iklektik - the political practice](#) for their assistance in developing our approach to recruitment strategy