

HEAD OF RESEARCH

Airwars

How You Can Make A Difference

Accountability matters more than ever. More of us are being drawn to this work because we are looking for ways to contribute our skills and make a difference. If you care deeply about transparency and accountability and want to help shift mainstream narratives around explosive weapons by exposing the devastating human toll of modern urban warfare, this role might be for you.

***Airwars** plays a unique role within the movement of people and organisations holding belligerents to account for their actions. We build the public record, at scale and in real time. Our data provide a comprehensive and reliable evidence base for individuals, communities and civil society as they bring claims of harm to those responsible. Our reputation as an independent watchdog also means that our data has been cited by many institutions and entities, [including in a recent US Senate Judiciary Committee hearing](#) and in [Pulitzer-prize winning stories](#). We are constantly [innovating the way we present our work](#), ensuring that [civilian voices remain at the heart of what we do](#). We are looking for a **Head of Research** who is passionate about bringing their skills and knowledge to this work. The salary range for this position is 31-35,000/year commensurate with experience.*

IS THIS YOU?

The quality of our research and investigations relies on having a team that reflects a broad range of professional, social and cultural backgrounds, languages and life experiences. If many of the points in the following person profile resonate with you, we would welcome your application and strongly encourage you to apply. We don't expect candidates to have strengths across every aspect of the profile. Our ultimate goal is to find a good match where our new colleague will feel able to thrive within the role and where our work as a team will be further strengthened.

To apply or to find out more about the application process, please [click here](#).

PERSON PROFILE

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

Interest and curiosity in this area of work	A creative, imaginative and critical thinker, able to adapt	Attentive to detail - without losing perspective on the larger goal	Comfortable communicating in public settings
Able to work with difficult content, i.e. incidents of violence	Able to gauge people's interest and attention	Resilient in the face of criticism	Able to think clearly and structure your thoughts

Please note, we are accepting applications on a rolling basis and the position will remain open until filled

An aptitude for offering constructive critique	Comfortable with change and dynamic work environments	Able to facilitate meaningful group discussions	Able to recognise - and communicate - stress thresholds
--	---	---	---

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

Research for the purpose of producing new, usable data	Lead and motivate hybrid teams, working remotely and in-person	Shape the message / narrative for maximum impact	Evaluate and take decisions based on their ethical impact and risk of harm
Identify data gaps and needs	Manage long-term and short-term planning/work cycles	Write accessibly to be understood within public discourse	Complex problem-solving in conflict-affected environments
Data modelling and (critical) analysis	Manage multiple work streams / projects simultaneously	Analyse the interests shaping someone's political positioning	
Find innovative angles within the archive / data	Work with multilingual teams in a multilingual environment	Identify areas of complementarity with other stakeholders' work	
Back-end data management for an archive	Maintain a duty of care to staff	Build relationships of trust and open exchange with people within institutions	
Write research reports / Translate research into accessible formats and messages	Prioritise and manage internal workflows of team	Public Speaking / Communicate with external partners and peers and media outlets	
	Connect your work with the work of other teams		

Knowledges and Networks i.e. specific expertise or connections

Familiarity with OSINT field in general (useful)	Familiarity with data visualisation	Expertise in research methods	Applications of research methods in conflict environments	Networks among national or local conflict specialists
Understanding of conflict dynamics, e.g. Syria; Iraq; Somalia; Yemen; Libya, Pakistan; Gaza; Israel	Familiarity with humanitarian systems and networks (useful)	Familiarity with the 'protection of civilians' history and development (useful)	Working knowledge of English and other languages, e.g. Arabic; Somali; Ukrainian; Russian (useful)	Connections to critical, intersectional knowledges & practices

Please note, we are accepting applications on a rolling basis and the position will remain open until filled

Experience with social media engagement strategies (useful)	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 (useful)	
---	---	---	---	--

Please note, we are accepting applications on a rolling basis and the position will remain open until filled