

# INCLO

INTERNATIONAL NETWORK OF  
CIVIL LIBERTIES ORGANIZATIONS

## **Job description: INCLO Technologist**

The International Network of Civil Liberties Organizations (INCLO) is seeking to hire a technologist. This person will help to strengthen and deepen our member organisations' knowledge and understanding of the inner workings of surveillance technologies used by states and private companies. We want a technologist to use their research and assessment skills to help us uncover and articulate the rights-disrespecting and discriminatory consequences of these tools and use that knowledge to fuel our evidence-based advocacy, in line with our members' needs at national, regional and international levels.

INCLO would like our technologist to work with our 15-member network on shared work programmes.

## **INCLO mission:**

INCLO is a network of 15 independent, national human rights and civil liberties organizations from different countries across the world that work together to promote fundamental rights and freedoms. We support and mutually reinforce the work of member organizations in our respective countries and collaborate on a bilateral and multilateral basis.

## **INCLO current projects in surveillance and human rights:**

- INCLO is providing support to several of our member organisations in respect of their litigation and advocacy work concerning the Pegasus spyware revelations.
  - A technologist would be of huge benefit to our members in this litigation work, to assist them, based on research, in explaining to the court how this technology works.
- INCLO is hoping to advance strategic litigation work in the area of digital rights.
  - A technologist would be of huge benefit in this area to provide research and assist our lawyers articulate the harms associated with various technologies.
- INCLO hopes to resume its digital security programme which was halted due to Covid-19.
  - A technologist would build a policy for secure and private communications for INCLO members.
- INCLO is compiling a report on Covid-19 surveillance tools, such as contact-tracing apps, etc., as a follow-up to a project on the same in 2020.
  - A technologist would help us articulate the inner workings of these tools by assessing them.

**Recent projects:**

- INCLO this year published a report of case studies detailing the harms of Facial Recognition Technology involving 13 case studies from around the world.
  - While the purpose of this project was to catalogue the various harms of FRT around the world, we believe having a technologist could have allowed us to go into deeper detail of the specific workings of FRT to strengthen our report.
- INCLO submitted an amicus curiae at the Constitutional Court in Indonesia in respect of a judicial review case taken by our member organisation KontraS, regarding a law which allows for internet shutdown and throttling in Indonesia.
  - We believe a technologist could have assisted us in providing some finer details as to the technicalities behind internet shutdowns and throttling
- INCLO member organisation in the UK, Liberty successfully took a case against the use of live FRT by the police at the UK Court of Appeal.
  - While successful, Liberty's case could have been further bolstered by evidence-based technical arguments about the dangers of FRT. We believe a technologist could have assisted in this.

**Responsibilities include:****For INCLO:**

- Monitor technologies and technological developments that have potential consequences for human rights, civil liberties, and special interest groups;
- Collaborate to devise organizational strategies and responses to issues relating to technology, human rights, and civil liberties;
- Build and maintain links between INCLO members and technology communities;
- Connect INCLO members with outside experts when necessary;
- Serve as a resource to INCLO member organizations' litigators, policy and legislative staff, and others on technological matters;
- Educate the public about technology, rights and civil liberties issues through blog posts, social media, white papers, and media appearances.

**For an INCLO member:**

- Develop a programme of work based on the member's specific advocacy needs. For example, as mentioned above, some of our member organisations are taking legal action in response to the Pegasus spyware revelations. A technologist would assist these cases by explaining the specific technical details in a manner that would be digestible in a court.

**Desired proficiencies:**

- Knowledge of cybersecurity, including privacy and secure communication channels;
- Knowledge of anti-censorship software/ technologies and related computer networks (protocols) is a big plus;
- Understanding of concepts like computer vision, artificial intelligence and computer algorithms;
- Knowledge of data analysis and visualization;
- Research or employment experience related to the impact of technology and technological developments on human rights, civil liberties and/or special interest groups;

- Strong communications skills, especially the ability to communicate complex technical issues to INCLO member organizations, state officials, special interest groups, and the general public;
- The ability to identify, follow, and understand technical issues relating to hardware, software, the Internet, surveillance, and related implications for human rights, civil liberties, and special interest groups;
- The ability to work independently as well as within a team, both remotely and in person;
- The ability to work in a multidisciplinary team of lawyers, researchers, policy officers, campaigners, non-technical colleagues and community representatives in different jurisdictions;
- Strong analytical skills with an inclination for problem-solving.

\* These skills are illustrative, but not limiting. If you have experience in related topics or only in some of these, your application is welcome.

**To apply (for immediate recruitment):**

Send a CV and cover letter explaining your interest in the area, and demonstrating your expertise in surveillance technology tools and their impact. You can include research papers and media work that demonstrate your expertise to [lsantos@inco.net](mailto:lsantos@inco.net) and [ocronin@inco.net](mailto:ocronin@inco.net). Please put 'INCLO Technologist – Application' in the subject line of the email.