



**POSITION:** Director of Data, Technology and Innovation

**REPORTING TO:** Executive Director

**REMUNERATION:** Negotiable

**LOCATION:** Africa and Latin America (Remote)

**START DATE:** ASAP

# ALL OUT

## Background

Imagine being thrown in jail, just for who you love. Or being tortured because people think you have a disease that needs "curing." Every day, this is happening to LGBT+ people all over the world. The good news is that together, we can stop it.

All Out is a global movement fighting for a world where NO ONE has to sacrifice their family, freedom, safety, or dignity because of who they are or who they love. We mobilize thousands of people around the world to stand up for LGBT+ rights. When a moment of crisis or opportunity comes up – like an anti-gay law going to a vote or a crackdown on a Pride march – All Out works closely with partners to come up with inspiring ways for our members to take action. From signing a petition to joining a protest, from sharing on social media to making a donation, All Out members turn solidarity into action every single day.

## Context

- All Out is an internet-powered human rights organization. Smart and innovative deployment of technology and data are absolutely essential ingredients for the effective delivery of our mission.
- The Director of Technology and Innovation is responsible for ensuring that the organization's technology, systems and innovation strategy are developed and implemented in a way that supports increased program quality and supporter growth.
- They are the lead project manager for technology development projects and are responsible for conceptualizing, managing and implementing agreed tech projects to time and budget.
- Within an overall organizational culture of testing and learning, they lead the team on our innovation strategies, engaging with internal and external stakeholders, scanning the horizon and prioritizing new innovation projects across all organizational functions that enable All Out to deliver its mission more effectively.
- They advise the Executive Director, the Leadership Team and campaign staff on the intersection of technology and LGBT+ rights, providing thought leadership on how to leverage technology more effectively to support global LGBT+ equality.

- They are responsible for the business continuity of All Out’s technical infrastructure, ensuring that our hardware and software are fit for purpose, that the security of our work and our partners’ work is strengthened by our technology, that our activities are compliant with regulations and legislation and demonstrate best practices in terms of data management.
- The position is responsible for a current team of two dedicated tech staff, including the direct line management of our Senior Manager of Tech. They are also responsible for the management of external contractors working on technology projects or processes.
- The position sits on the Leadership Team, reports into the Executive Director and contributes to the overall organizational strategy.
- The role acts as the organization’s Data Protection Officer, working alongside the Director of Operations to ensure that the organization processes the personal data of its staff, supporters, providers or any other individuals in compliance with the applicable data protection rules.

## **Responsibilities**

### **IT Systems, Projects and Budgets**

- Devise and implement IT and digital security policies and systems to support the implementation of organizational strategy
- Serve as the project lead on all major tech projects at All Out
- Oversee the tech pipeline prioritization, including ongoing maintenance and upgrades to our in-house tech platforms, where petitions and fundraisers from both members and staff are hosted
- Develop and implement business continuity plans to minimize disruption to business operations from server downtime, data loss or an emergency situation
- Liaise with staff members and external partners to determine their technology needs
- Lead on the efficient and cost effective purchase of IT equipment and software
- Develop, manage and track the technology budget.
- Lead on building relationships with tech vendors, negotiating cost-efficient contracts and managing SLAs
- Monitor relevant personal data regulatory and legislative requirements to ensure All Out’s compliance
- Oversee the development of management information systems that effectively tap into All Out’s data to support decision making

### **People Management**

- Line management of the Senior Manager of Tech (our lead, in-house developer) and external tech consultants
- Hire, onboard and, where appropriate, train new tech staff
- Conduct performance reviews with the technology team

### **Strategy and Innovation**

- Define and communicate a clear strategy on how All Out can further unlock the potential of data, digital and technology to more effectively achieve its mission objectives
- Advise the Leadership Team and campaigners on issues around Big Tech, digital surveillance, and digital security intersecting with All Out’s LGBT+ rights advocacy work
- Manage an ‘Innovation Hub,’ scanning for internal and external inspiration to transform systems, processes or channels that will keep All Out at the cutting edge of the interface between LGBT+ human rights and technology
- Develop a transparent system for prioritizing strategic tech and innovation needs based on user

requirements

- Help shape the overall strategic direction of the organization, as part of the Leadership Team

## **Person Specification**

### **Required Skills and Experience**

- At least 10 years experience in IT and tech project management, with a track record of delivering tech projects to time and budget
- At least 5 years experience as an IT Manager / IT Director, with management responsibility for a technology team and input into organizational strategy
- Experience of strategic organizational wide change projects within a technology or digital environment.
- Experience managing Service Level Agreements and contracts
- Experience managing budgets
- Outstanding verbal and written communication skills and ability to build relationships and trust at multiple levels within the organization
- Knowledge of international regulations and laws relating to data protection, online financial transactions and digital security
- A self-starter, able to work independently and remotely with minimal supervision
- Fluent written and spoken English

### **Desired Skills and Experience**

- Experience as a senior technology leader at an international non-profit organization, leading teams with global delivery models and geographically dispersed employees
- Experience on a Senior Leadership Team of a global non-profit
- Experience leading or contributing to innovation projects within an organization
- Proficiency in Python and JavaScript
- Thought leadership on the interface between technology and human rights
- Knowledge of global LGBT+ human rights issues
- Language skills in French, German, Italian, Spanish or Portuguese

### **Other**

- Applications for this role are being considered on a rolling basis.
- All Out aims to provide fair and equitable salaries for a global team. Because this role is open to various continents, the salary range will be a competitive offer specific to your country, to ensure salary equity across our team. It will be shared after the first application screening phase, prior to any interviews and based on your particular geographic location. Salary ranges are negotiable based on experience.
- All Out is an Equal Opportunity Employer and does not discriminate against any employee or applicant for employment because of race, color, sex, age, national origin, religion, sexual orientation, gender identity and/or expression, status as a veteran, and basis of disability or any other federal, state or local protected class in the United States. We strongly encourage applications from LGBTQ+ people and people of all identities and backgrounds.

### **How to apply**

Interested applicants should submit the following by e-mail to [loba@ngorecruit.com](mailto:loba@ngorecruit.com) quoting reference number **NAO001**:

- A CV in word or PDF format (please include 3 references)
- A 1-page cover letter outlining how your skills and experience align with All Out's mission and the unique qualities you will bring to this role

Application Deadline: 22 February 2023

Interested applicants are encouraged to **apply ASAP**. Only shortlisted candidates will be contacted.

For more information about All Out, visit their [website](#) and social media pages: [Facebook](#), [Instagram](#), [Twitter](#) and [LinkedIn](#).