



Working together
to stop child sexual
abuse online

All children deserve
protection from
online sexual abuse

RECRUITMENT PACK

EU Policy & Public Affairs Officer

Working to stop child sexual abuse online

Protecting children is at the heart of everything we do. For over 28 years, since the early days of the internet, our job has been to help child victims of sexual abuse by hunting down and removing any online record of the abuse.

It's a tough job. Our image analysts are amongst the best in the world. The children in the pictures are real. Their abuse and suffering is very real. Our experts never forget that.

The criminals who sexually abuse children, then record their suffering and share the horror online are ruthless. Sometimes they create images with audiences in mind. Victims range from babies to young teens. Abusers are often experienced at online grooming, skilled at manipulating young minds. Sometimes victims don't even realise they are being abused until it's too late.

Sadly, the internet makes it easier to share these images. We use advanced technology and human expertise to help young victims. If we can remove the record of suffering online and stop those images circulating, then we can stop the abuse being perpetuated. This makes the internet a safer place for all children and adults.

How we do this

- **Our team of human analysts.** Tech companies and law enforcement worldwide trust the assessments, experience and knowledge of our extraordinary team of people.
- **Tech-for-good.** Our in-house tech team build cutting-edge tools designed to make it easier to identify and remove online images and videos of child sexual abuse. In short, tech to protect kids.
- **Working together.** With international partners in government, law enforcement, reporting hotlines, charities and the tech community we work to stop illegal images of children being circulated again and again. We share vital information that could lead to the rescue of a child from terrible abuse.
- **IWF Hotline.** This gives people a safe and anonymous place to report suspected online images and videos. When we started in 1996, 18 per cent of child sexual abuse imagery online was hosted in the UK. **Today, thanks to our Hotline, it's less than one per cent. We're proud of that.**

The children in the pictures are real. Their abuse and suffering is very real. Our experts never forget that.

Our Chair & CEO



The IWF sits at the forefront of fighting for victims of child sexual abuse. We're seen as global leaders, standard-setters, and team players. Our strong relationships with companies around the world have enabled us to carve a much-needed place to both protect children and provide the means by which industry partners can ensure that their websites, platforms, games, and online spaces are safer for us all.

Since 1996, the IWF's unmatched work and determination has led to the removal of millions of criminal images and videos from the open internet. Our datasets and services are used to protect more than 4bn online users and accounts globally.

We're trusted as an extremely safe pair of hands by governments, tech companies, law enforcement and other child protection non-profits.

This is possible because of the commitment and fortitude of the incredible IWF team. Every department from our front-line analysts to our HR team, plays a critical role in helping us achieve our mission of a global internet free from child sexual abuse material.

Catherine Brown, Chair



Tracking down and identifying truly harmful child sexual abuse imagery is at the very core of what we do at the IWF.

We develop cutting-edge technologies, and work with some of the biggest tech companies on the planet - but without the skills, knowledge, and determination of our amazing staff, there is no way this delicate work could be done.

Working at the IWF is not for everyone, but for our staff, knowing they have contributed to the removal of thousands of images and videos of child sexual abuse from the internet, helping prevent the future revictimisation of victims, and even helping rescue children from abusive, dangerous situations, makes this the most satisfying place to work in the world.

I'm always proud to say I lead the team at the IWF. Every person, regardless of which department they are in, works with a sense of tireless determination and passion which I can truly say is unique to our organisation.

Derek Ray-Hil, Interim CEO



Our vision

We're creating an internet free from child sexual abuse that is a safe place for children and adults to use around the world.

Our mission

We detect, disrupt, remove, and prevent online child sexual abuse material using our expertise and resources as effectively as possible.

The Internet Watch Foundation (IWF) is a child protection organisation, utilising ground-breaking tech to make the internet a safer place for children and adults across the world.

We're a not-for-profit organisation, supported by internet, tech and social media industries, private companies and the generosity of ordinary people.

We work closely with police, governments and NGOs globally, who trust our work.

Child sexual abuse images and videos are just as much a weapon as a knife. We actively search for this imagery and for the past 28 years, we've given people a safe place to report it to us, anonymously, now covering 51 countries.

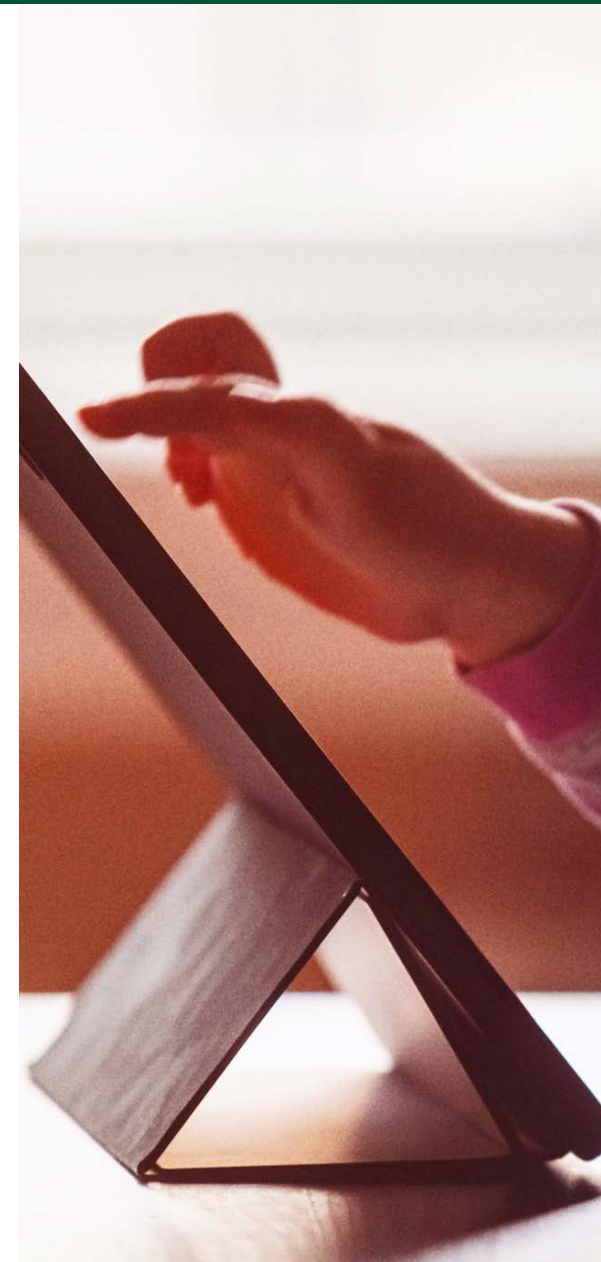
We assess every report we receive. If it shows the sexual abuse of a child, we make sure the image or video is removed from the internet. We provide bespoke services, products and datasets to our industry Members to prevent the imagery from re-appearing and make it harder for offenders to find and share.

We care.

Our work relies on compassionate and resilient staff members, across diverse teams, including Analysts and Assessors in our Hotline, Finance, Admin, Communications and Technology, who are all highly trained and carefully looked after.

The children in these pictures and videos are real. The suffering captured in this imagery and the knowledge that it could be shared can haunt a victim for life.

That's why it's our mission to remove this material for good. And to show every child there is someone out there who cares enough to help.



Our values

It's a huge responsibility to have the job of searching for, stopping, removing and preventing child sexual abuse imagery online.

We don't take this lightly. Our values act as our backbone, our core strength, a guide and a reminder of the importance of our work. They are embedded in everything we do.

Being open and honest

- We treat every child victim of sexual abuse with the utmost and total respect;
- We always act with integrity and professionalism;
- We make sure our communications and actions are appropriate, true, transparent and accountable.

Being excellent

- Every day we strive to be the best in the world at what we do;
- We set the global standard of best practice;
- We build Tech for Good tools to help defend child victims of sexual abuse. We make the internet a safer place, by:
- Protecting child survivors of sexual abuse from being victimised again and again. By stopping offenders sharing pictures and videos of the abuse online, we're making it more difficult for these criminals to perpetuate the abuse;

- Preventing internet users from accidentally stumbling on child sexual abuse images and videos;
- We make it harder for criminals to find child sexual abuse imagery online, by disrupting the illegal sharing.

Being team players

- Working together is vital. We always acknowledge the importance of partnerships;
- We recognise, reward and celebrate our success and achievements. If we win, so do children.
- Creating a caring and safe internal environment

- We respect, value and encourage individual contributions to our work and mission as well as those of our wider teams;
- A supportive environment is vital for people who work to protect children. We promote best-practice welfare for our staff who are committed to stopping the spread of child sexual abuse imagery;
- We encourage constant learning and personal development. It helps people thrive. It's good for us all.

Building an inclusive culture

We are building an inclusive culture to make the IWF a place where our people feel valued, have a voice and can be their authentic selves.

We value difference and diversity, not only because we believe it is the right thing to do, but because it will help us to be more innovative and make better decisions.

We always aim to recruit people who are most suited to the job and encourage applications from people of all backgrounds – people of all ages, sexual orientations, gender identities, nationalities, religions and beliefs.

We fully support candidates with a disability or long-term condition who require adjustments during the recruitment process and throughout any subsequent appointment.

Anti-racism statement

IWF stands in unity with all who experience racism and discrimination. As a team, we are committed to better understanding

the systemic racism and inequality that is experienced in the everyday lives of Black and minority ethnic people.

We affirm explicitly our commitment to being an anti-racism organisation. We acknowledge that racism causes significant harm and can be both conscious and unintentional. As an anti-racism organisation, we challenge ourselves to understand and correct any inequities we may discover and gain a better understanding of ourselves during this purposeful process.

Addressing racism requires courage, respect and compassion and may not always be or seek to be comfortable.

We have a zero-tolerance approach to racism and condemn all racist and discriminatory

behaviour. We are committed to challenging and preventing structural racism within every aspect of our work.

We commit to:

- Affirm our identity, explicitly and publicly, as an anti-racism organisation;
- Employ individual and organisational exploration and examination of bias, advantage, and oppression to continually learn about and dismantle racism and all its impacts;
- Reflect our anti-racism in the culture of our organisation through our policies, procedures, and practices;
- Particularly encourage applications from Black, Asian and Minority Ethnic candidates.



Job description

The Job

We are looking for an experienced EU Policy and Public Affairs Officer to campaign for new laws to prevent and combat child sexual abuse online within Europe, with a particular focus on influencing EU legislation and engaging with relevant EU institutions, including the European Commission and European Parliament.

You will be a hard-working, analytical, and well-organised individual who has a genuine interest in politics and policy development with some understanding of the policy challenges facing the technology sector in the EU.

You must be flexible and willing to travel to regular meetings and events in London and Brussels and other locations as and when required.

Key responsibilities

- Build relationships with relevant EU policymakers, institutions and bodies to expand IWF's visibility in Brussels.
- To manage the relationship with our EU-based political consultancy.
- To help IWF staff sitting at all levels of the organisation understand EU-based policy and public affairs issues of relevance to help us meet organisational goals.
- Work as part of a wider cross-disciplinary communications and advocacy team, building understanding among colleagues of the issues and advise on appropriate activity to achieve goals.
- Work closely with the press and public relations colleagues at the IWF when it comes to EU matters. This will involve writing press releases and supporting political press stories, writing blogs, social media posts and monitoring.

Building EU networks

- To establish new relationships with relevant policymakers within the European Commission, European Parliament and EU Member states.
- To build relationships with IWF members who have a presence in Brussels and to assist in growing and expanding our membership.
- To play an active role in our ECLAG Coalition (European Child Abuse Legislation Action Group) as a Member of the Steering Committee.
- To participate in relevant platforms, forums, working groups at EU, through regular international level.
- To organise events, support publication launches as appropriate.

Monitoring and influencing EU legislation

- To monitor and influence the legislative process, implementation and revision of legislation and proposals as relevant to the mission of the IWF.
- To advocate for new legislation to prevent and combat child sexual abuse in the European Union.
- To respond to other legislative and non-legislative developments as they arise.
- To prepare briefings for debates, speeches, amendments and other relevant materials required by EU policymakers.
- To prepare our Chief Executive, Chair and other senior members of IWF for any panels, high level discussions or evidence sessions they may be called to in the European Parliament.

Job description continued

Other

- Work closely with the Head of Policy and Public Affairs, and the wider team, to meet IWF's strategic objectives.
- Deputise, as needed, for the Head of Policy and Public Affairs.
- Contribute to a positive internal communications environment.
- Provide support for Board reports, the annual report and other outlets as needed.
- Represent the IWF externally as requested with occasional travel required (funded by IWF).
- Adhere to the requirements of relevant legislation (i.e., Health and Safety, Data Protection).

Key skills and qualities

- You have a passion for child protection policies and/or making the internet a safer place.
- Experience and/or understanding of working on EU policymaking.
- You are comfortable with policy language and able to digest information rapidly and independently.
- Confident and effective at communicating with a range of policymakers.
- You are a strategic and creative thinker with excellent presentation skills.
- You are able to show assertiveness, flexibility and motivation to build alliances with a range of stakeholders including child rights organisations.
- Fluency in French or another additional European language is an asset.

Important Note

- This position is subject to an enhanced DBS check.

Reports to: Head of Policy and Public Affairs (HPPA)

Salary: £39,479 to £45,827 per annum + benefits

Benefits:

- Generous annual leave entitlement
- Pension Scheme
- Life Assurance
- Private Health Care
- Cycle To Work Scheme

Hours: Full time (35 hours per week).

Location: UK hybrid working, with regular travel to Brussels, Strasbourg and European capitals



Person specification

Educational qualifications

Educated to degree level.	Essential
Evidence of continued self-development in the area of public relations and/or public affairs.	Desirable

Experience

Experience working in EU public affairs and/or policy (for example in the European Parliament).	Essential
Experience of planning and implementing policy and public affairs programmes.	Essential
Experience of working on child protection and/or online safety policy.	Desirable
Evidence of measurable successes in previous role(s).	Essential
Politically aware.	Essential
Evidence of working with national and specialist media, giving interviews/writing comments.	Desirable

Skills, abilities and knowledge

A strategic and creative thinker.	Essential
High level of written and verbal communications skills, including confidence in engaging with policymakers such as MEPs.	Essential
Ability to work under pressure and to manage competing deadlines and demands.	Essential
Ability to grasp complex policy issues.	Essential
Familiar with Word, Excel and PowerPoint.	Essential
Fluency in French or another additional European language.	Essential

How to apply & more info

How to apply

Please visit [iwf.org.uk/careers](https://www.iwf.org.uk/careers) to download the application pack and complete all documents including:

- Application form
- Equal Opportunities Monitoring form
- Self Disclosure form

To ensure fairness and equality in our application process, completion of an application form is required. CVs will not be accepted. Please email the completed forms to: recruitment@iwf.org.uk

Closing date: Monday 6 January 2025.

Interviews: Week commencing 13 January 2025.

More info

Website: [iwf.org.uk](https://www.iwf.org.uk)

Annual Report: [iwf.org.uk/annualreport23](https://www.iwf.org.uk/annualreport23)

Social Media:

- [X: @IWFHotline](https://twitter.com/IWFHotline)
- [Facebook: InternetWatchFoundation](https://www.facebook.com/InternetWatchFoundation)
- [LinkedIn: IWF](https://www.linkedin.com/company/iwf)
- [Instagram: internet.watch.foundation](https://www.instagram.com/internet.watch.foundation)
- [YouTube: IWFHotline](https://www.youtube.com/channel/UCIWFHotline)

Our office:

Discovery House
Vision Park
Chivers Way
Histon
Cambridge
CB24 9ZR
UK

Tel: [+44 \(0\)1223 20 30 30](tel:+441223203030)

Email: recruitment@iwf.org.uk

Listen to our Podcasts

Our podcast tells, for the very first time, the story of online child sexual abuse through the words of victims, the people fighting to eradicate it, law enforcement, internet companies and, even perpetrators:

[iwf.org.uk/podcast](https://www.iwf.org.uk/podcast)

Our series of short podcasts feature exclusive discussions with IWF staff, leading experts and academics covering a wide variety of topics including our Hotline, tech, encryption, policy and how these impact the criminal circulation of child sexual imagery online:

[iwf.org.uk/shortcast](https://www.iwf.org.uk/shortcast)

A day in the life

We follow our Hotline Manager Tamsin on a regular workday. Read more:

[iwf.org.uk/adayinthelife](https://www.iwf.org.uk/adayinthelife)



