

POSTING: Co-Executive Director Position

Digital Action's Advisory Board is excited to announce the launch of our search for permanent co-leadership! Over the past year the team and board have spent time building strategy, improving internal structures, and thinking deeply about what is important in what comes next for leadership. We are now recruiting two co-executive directors to lead DA forward!

About Digital Action

Digital Action is a globally connected organization established in 2019 to protect democracy and human rights from digital threats. We have a strong track-record of catalyzing campaigns, coalitions and movements that denounce digital harms; building civil society influence on tech legislation; and mobilizing actors across the world to hold Big Tech accountable.

Our strategic focus

There is a global equity crisis at the center of tech accountability. Ad tech companies such as Meta, YouTube and Google, headquartered in the Global North - and the regulators responsible for them - have been negligent in dealing with the impact of tech on the Global Majority. We recently launched the [Global Coalition for Tech Justice](#), and a global, collaborative campaign [#YearofDemocracy](#) for major ad tech companies to establish effective and equitable safeguards for the 65+ international elections in 2024, the most significant year for elections this century.

Our approach

Digital Action works with civil society organizations, funders, activists, journalists and researchers to build coalitions that deliver higher impacts than organizations can achieve individually. After five years, we're well connected within the tech accountability field and we can now be bold in our leadership within the sector.

About the role

As bridge-builders and catalysts for change in the world of tech accountability, a model of co-leadership makes sense to us. Here are a few of our most important reasons why:

- **We are bridge-builders** and our leadership should reflect that by having two people that co-lead in ways that: are healthy, celebrate divergent thinking and what can come of it, center decision-making in the places, people, and partner organizations that are most impacted by tech harms and inequities.
- **We believe in the importance of bringing more shared power to the whole organization**, so that team members can take *their* visions forward, be empowered to act

with agency, and to more meaningfully bring equity to the day-to-day of doing our work together. We think it's important that this be a commitment that begins at the ED level.

- Effective **co-leadership involves complementary strengths - with no one person having to be or hold everything**. Working collaboratively on some things and independently on others is a way to create multiple spaces and opportunities for nurturing curiosity and growth in leaders and in organizations.

The Co-Executive Directors will work with the Advisory Board, our team, and each other to shape the work and the future of Digital Action. We're a small team and the Co-EDs will work closely with everyone in the organization, as well as partners across the world. The Digital Action Advisory Board is committed to assuring that at least one of the Co-Executive Directors comes from the Global Majority. The role is fully-remote, with occasional travel for conferences, events, fundraising, and team retreats. We work 7.5 hours M-Th and 4 hours on Fridays with generous benefits. Starting base monthly salary is between \$8,000-\$9,000 USD per month.

Defining measures for first-year success in this role

- DA has clearly defined a healthy, non-extractivist role with the Global Coalition for Tech Justice we facilitate that assures our partners' voices are centered in decision-making about the work that is done by them, alongside them, and for them.
- DA has built on our solid financial runway with diverse funding streams that allow the organization to grow and sustain itself.
- DA is clear about its strategy and targets for success for 2025-2026 - and both are aligned to values that represent and include Global Majority voices and an ethical approach to the bridge-building we undertake in our work.
- The two co-leaders have established the rapport, respect, and trust needed to work effectively together in ways that build energy among themselves, with the team, the board, our partners, and our funders.

Skills, experience and knowledge

We don't believe in the unicorn approach to hiring. As we review applications we are looking for at least some of these, and evidence of capacity to build skills in other areas.

- You are aligned in values and committed in behaviors with a co-leadership model.
- You understand and have experience leading corporate accountability campaigns and you are pragmatic and creative in getting to results that reduce harms done by northern centers of corporate power to Global Majority communities.
- You understand the debates and dilemmas around tech policy and accountability and you are knowledgeable about the key players and thought leaders in online harms, platform accountability, etc. and understand their perspectives in the context of our work.
- You have a broad range of connections with potential collaborators such as journalists, policymakers, NGOs, community groups and others that encompass varied geographies and are eager to make new connections.

- You have a demonstrable commitment to social justice and community-building in the Global Majority that is rooted in your ability to listen deeply and respectfully and integrate what is heard as well as your capacity to make connections and work through differences with others with authenticity, self-awareness, and openness
- You have experience and networks for business development and fundraising
- You have led at the executive level (Deputy level or higher) in a civil society organization with the demonstrated ability to lead and support a remote and globally diverse team from a place of equity, learning, and care.

Working at Digital Action

Diversity, inclusion and equity: We are committed to a diverse team and we particularly welcome applications from people of color, LGBTQI+ people and disabled people.

Place of work: Digital Action is a remote-first organization, and all team members work remotely. The successful candidate will preferably be based in a timezone that is within UTC-6 to UTC+2. Digital Action is currently a fiscally-sponsored project of Global Impact with plans in place for a spin to independence in 2025.

Application process

- Please apply by **December 4, 2024 at 3:00 pm UTC**.
- [Initial application may be filled out here](#) and must include CV/Resume as an attachment