



**IWF**  
Internet  
Watch  
Foundation

Working together  
to stop child sexual  
abuse online



**RECRUITMENT PACK**

**Partnerships Officer**

# Working to stop child sexual abuse online

**Protecting children is at the heart of everything we do. For nearly 30 years, since the early days of the internet, our job has been to help victims of child sexual abuse by hunting down and removing the 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 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 online images and videos suspected to show the sexual abuse of children. Our team of dedicated Hotline Analysts work tirelessly to locate and seek the removal of criminal imagery making the internet safer and protecting survivors from repeated victimisation.

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

# Our Chair & CEO

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***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.***



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***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 team, there is no way this vital work could be done.*

*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 People team, plays a critical role in helping us achieve our mission of a global internet free from child sexual abuse material.*

**Catherine Brown, Chair**

“

*I'm 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 is vital to delivering our mission.*

**Kerry Smith, CEO**

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# 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, the technology sector 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 29 years, we've given people a safe place to report it to us, anonymously, now covering 54 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.**



**Kate Moss,  
Head of Partnerships**

# Our values

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**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.

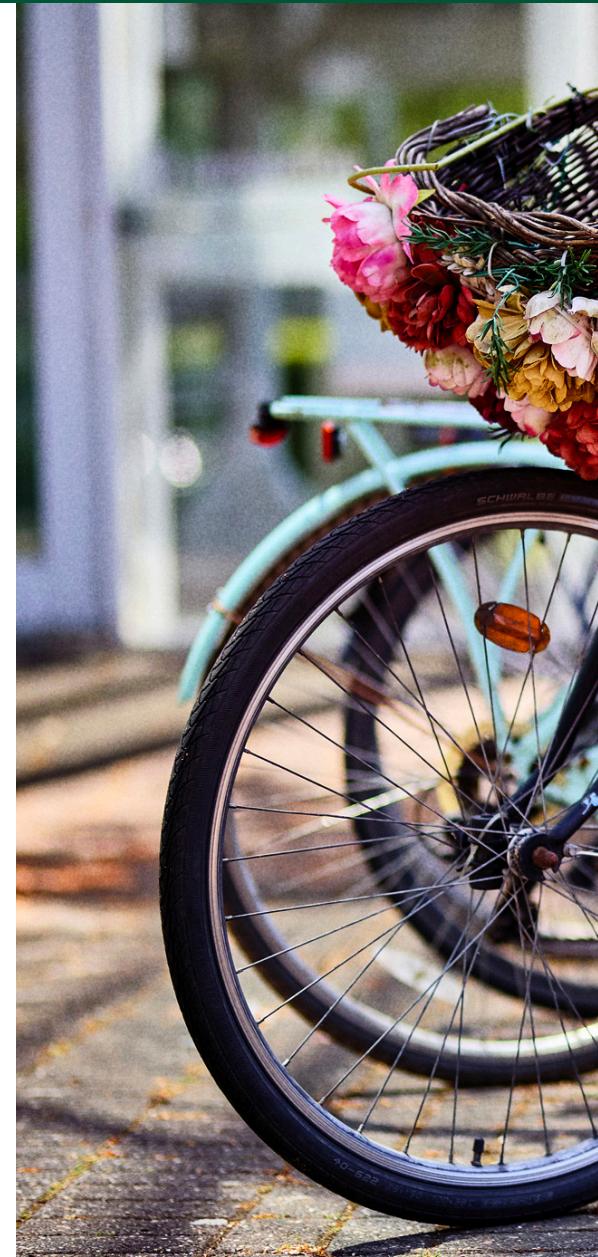
Addressing racism requires courage, respect and compassion and may not always be or seek to be comfortable.

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

## Main purpose of the job:

Reporting to the Partnerships Manager, you will support the development and management of strategic partnerships to advance our mission. This role focuses on building strong relationships, ensuring effective stewardship and driving resource mobilisation efforts to secure financial and in-kind support.

## Key responsibilities:

### Partnerships development and resource mobilisation

- Spot and nurture fresh opportunities by connecting with trusts, foundations, NGOs, companies and government bodies, helping to open doors that fuel IWF's mission.
- Shape compelling proposals, concept notes and presentations that bring our work to life and inspire funders to invest.

- Team up with the Partnerships Manager to tap into the right networks, inside and outside IWF, so we're always in the right rooms, with the right people, at the right time.
- Support smart, creative strategies that grow both financial backing and valuable non-financial support.

### Stewardship and relationship management

- Keep partners engaged and informed, building relationships that feel like true collaborations, not transactions.
- Represent IWF confidently at meetings and events, helping to strengthen our visibility and credibility.
- Lead the launch of new partnerships, from drafting MOUs and NDAs with our in-house legal team to coordinating early project activities so everyone starts off aligned.
- Coordinate impact tracking and evaluation updates so partners see exactly how their support is making a difference.

# Job description (continued)

## Monitoring and reporting

- Keep partnerships activity organised and transparent, ensuring every step is documented and easy to track.
- Feed into reports that highlight performance, impact and learning, both for internal teams and external stakeholders.
- Provide clear, regular updates on all partnerships-related projects to the Partnerships Manager.

## Other responsibilities

- Contribute to key publications such as the Annual Report, Impact Report and Trustee Report, bringing partnership stories and outcomes into focus.
- Deliver confident, engaging presentations to current and prospective funders.
- Help build a positive internal culture by collaborating closely across teams and championing IWF's values and brand.

- Keep accurate records in Salesforce and other systems so information is always up-to-date and ready to use.
- Take on additional tasks as reasonably requested by the Development Director, the Head of Partnerships and the Partnerships Manager.
- Follow all relevant legislation and best-practice guidelines, including data protection and the code of fundraising practice.
- Be willing to travel occasionally across the UK or internationally to support meetings, events or partnership activities.

## Main contacts

- External: Trusts/foundations, NGOs, government agencies and corporates and other relevant stakeholders.
- Internal: All stakeholders across the organisation.

# Details

**Reports to:** Partnerships Manager

**Salary:** £40,663.00 per annum + benefits

## Benefits:

- Generous annual leave entitlement  
*(Plus time off for Christmas closure)*
- Pension Scheme
- Life Assurance
- Private Health Care
- Cycle To Work Scheme
- Employee Assistance Programme

**Hours:** Full time (35 hours per week).

We are a family-friendly employer and take a flexible approach around personal commitments when agreeing work patterns.

**Location:** The role is based in Cambridge, offering hybrid working.

The building is accessible with a lift and disabled toilet.



# Person specification

## Educational qualifications

Requirements	Criteria
Educated to degree level or equivalent.	Desirable
Educated to A-level or equivalent.	Essential

## Experience

At least three years fundraising experience.	Essential
Ability to actively engage with stakeholders as part of a retention and stewardship function.	Essential
Experience of partnership building in a mission-driven organisation.	Essential

## Skills, abilities & knowledge

Strategic thinker.	Essential
Ability to understand the sensitive arena in which the IWF and its partners operate.	Essential
Excellent verbal and written communication skills.	Essential
Ability to build dynamic relationships with decision makers.	Essential

Ability to find imaginative and practical solutions and make well-considered decisions.

Essential

Skilled in navigating discussions to reach mutually beneficial agreements.

Essential

## Personal qualities

Highly motivated self-starter, who relishes a challenge.

Essential

Passionate about the IWF vision and mission and engaging others in that passion.

Essential

Flexible approach with the ability to influence and motivate others.

Essential

Able to work constructively with all IWF employees, partners and Members.

Essential

Be as comfortable working on your own as in a team.

Essential

Enjoy a challenging, dynamic and varied working environment.

Essential

A high level of tact and diplomacy.

Essential

**We're a dog-friendly organisation and believe in the positive impact dogs can have on workplace happiness and well-being.**





# How to apply & more info

## How to apply

Please download and complete the following documents:

- [Application Form](#)
- [Equal Opportunities Form](#)
- [Confidential 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](mailto:recruitment@iwf.org.uk)

### Closing date:

Sunday 22 February 2026.

### Formal interview:

The formal interview will take place at our Cambridge office on Wednesday 4 March 2026.

### Important note:

You will **not** be required to view criminal images. The position is subject to an enhanced DBS check.

## More info

**Website:** [iwf.org.uk](#)

**Annual Report:** [iwf.org.uk/annualreport2024](#)

### Social Media:

- [Bluesky: iwf.org.uk](#)
- [X: @IWFhotline](#)
- [Facebook: InternetWatchFoundation](#)
- [LinkedIn: IWF](#)
- [Instagram: internet.watch.foundation](#)
- [YouTube: IWFHotline](#)

### Our office:

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

Tel: [+44 \(0\)1223 20 30 30](tel:+44(0)1223203030)

Email: [recruitment@iwf.org.uk](mailto: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](#)

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](#)

## A day in the life

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

[iwf.org.uk/adayinthelife](#)

