

All children deserve
protection from
online sexual abuse

RECRUITMENT PACK

Senior Developer

Working to stop child sexual abuse online

Protecting children is at the heart of everything we do. For over 25 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



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In an ever changing technological world, the team at IWF lead the way in fighting for victims of child sexual abuse. Their unmatched work and determination has led to the removal of millions of criminal images and videos from the open internet since IWF's beginnings in 1996.

We work in partnership with some of the titans of the technology and internet



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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 staff, there is no way this delicate work could be done.

industries to track down and remove child sexual imagery and prevent it from being uploaded to the internet.

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

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.

None of this would be possible without the commitment and fortitude of the incredible IWF team. From our front-line analysts to our dedicated tech team and every other department, each person plays a critical role in helping us achieve our mission of a global internet free from child sexual abuse material.

Andrew Puddephatt OBE, Chair

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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.

Susie Hargreaves OBE, 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 and NGOs globally, who trust our work.

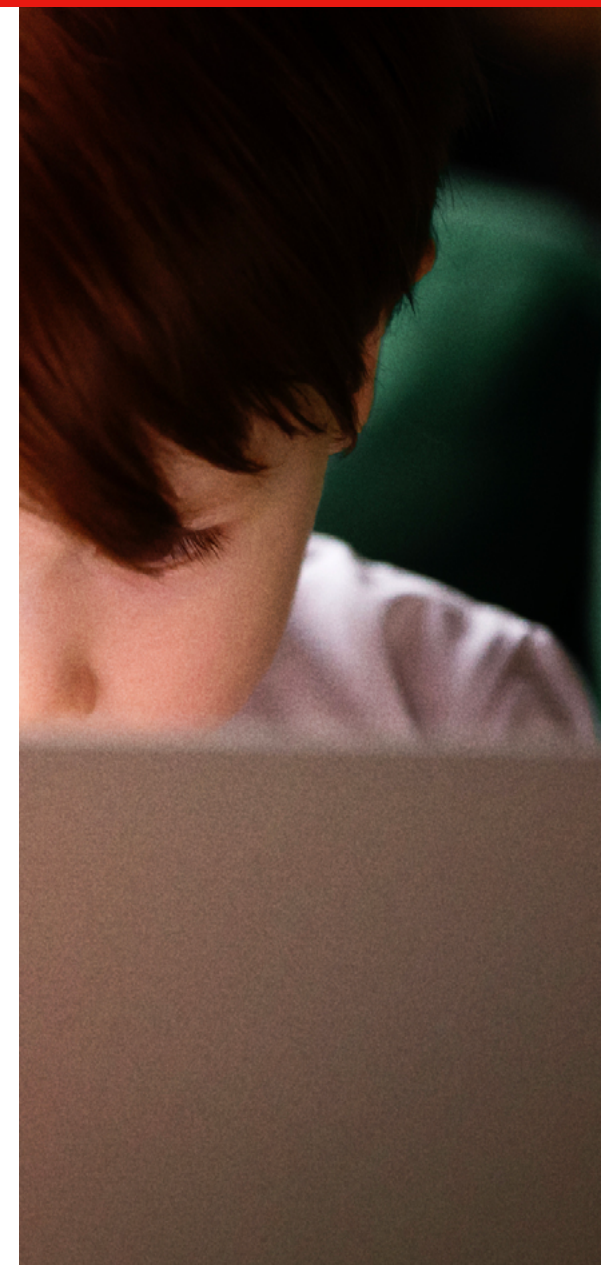
Child sexual abuse images and videos are just as much a weapon as a knife. We actively search for this imagery and for the past 25 years, we've given people a safe place to report it to us, anonymously, now covering 48 countries.

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 brilliant place to work 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

You will be joining an innovative and creative software team, designing, and building pioneering tools that will be used to enable and support the work undertaken by our world-renowned hotline team. If you want a job with purpose and an opportunity to work with some of the most talented software leaders in this industry, then we'd love to hear from you.

Purpose

To contribute to the development and support of our bespoke, in-house software. Often working autonomously in accordance with designs and plans laid out by management, taking work from problem statement to solution.

Main responsibilities

Together with the Head of Software you'll be working in our Software Team which manages all our bespoke, in-house software primarily responsible for:

- Developing software, managing own backlogs, providing timescales for work, and independently problem solving to develop solutions
- Develop automated tests as required
- Investigate errors and bugs, acting as an escalation point for IT support staff and junior developers
- Participate actively in the team working practices such as code reviews, sprints, pair programming exercises etc
- Provide support and mentoring for the professional development of more junior staff
- Working together (pair programming, exercises etc.) to facilitate cross skilling of peers
- Carry out general technical support work related to our bespoke software (e.g. extracting data for analysis)
- Actively contribute ideas and experiment with POC / R&D work to solve problems in novel areas using both established and emerging technology (approx. 20% of time on average would be expected to be spent on this)
- Keep assigned tickets up to date to ensure visibility and transparency of our work within the team

Other duties

- Other duties as assigned, consistent with the above duties within IWF's remit as it develops

Important Note

This role will require the employee to produce solutions to assist with the IWF goal of eliminating child sexual abuse material on the internet, therefore there will be a requirement to view this type of illegal and distressing content on occasion.

Mandatory counselling is provided.

Reports to: Head of Software

Salary: £38,690.00 - £46,685.00 (depending on experience) per annum + benefits

Benefits:

- Generous annual leave entitlement
- Pension Scheme
- Life Assurance
- Private Health Care
- Cycle To Work Scheme
- Financial discounts through PerKBox and more.

Hours: Full time (35 hours per week)

Location: Home-based with a few days spent in our office in Cambridge each month.

Person specification

Experience

Experience of working on highly scalable, loosely coupled architectures	Essential
Experience of working within an agile environment	Essential
Experience of working within a team with differing skills and tech stacks	Essential
Experience of working with asynchronous processing pipelines and message-based architecture	Desirable
Experience of working in partnership with external agencies	Desirable
Experience of presenting to an audience	Desirable

Skills, abilities & knowledge

C#	Essential
MVC, Web APIs	Essential
HTML5, CSS, JS or TS	Essential
SQL	Essential
NoSQL	Essential
Git	Essential
Jira / TFS or equivalent using feature branching	Essential
CI / CD	Essential
Ability to quickly pick up and work with new frameworks / languages as needed	Essential
Good understanding of data protection and GDPR	Essential
Good problem solver	Essential
Blazor (WASM)	Desirable
Open API / Swagger	Desirable
Python	Desirable
Flask	Desirable
OpenCV	Desirable
RabbitMQ	Desirable

Cryptographic and perceptual hashing	Desirable
Image featurization and descriptors	Desirable
Common computer vision techniques	Desirable
Web crawling / scraping	Desirable
Web extension development	Desirable
Selenium	Desirable
Machine learning	Desirable
Docker (or equivalent containerization)	Desirable

Personal qualities

Show a realistic appreciation of the challenges of working within this environment	Essential
Comfortable working in an environment with a high degree of transparency around work and progress	Essential
Comfortable presenting work directly to users and management	Essential
Accept responsibility and accountability for own work	Essential
Seek and uses professional support appropriately	Essential

How to apply & more info

How to apply

Applicants for this role will need to provide the following:

- CV with covering letter
- Personal statement and equal opportunities monitoring form

Visit iwf.org.uk/careers to download the personal statement and equal opportunities monitoring form.

Short-listing will be based on an impartial scoring system to ensure fairness and equity.

The work that IWF does is vital and our ability to continue operating throughout national crises is paramount so, for the safety of all teams, all applicants will need to be fully vaccinated for COVID-19/ Coronavirus unless medically exempt.

Closing date: As we need someone to start as soon as possible, we will be interviewing suitable candidates at the earliest opportunity.

More info

Website: iwf.org.uk

Annual Report: annualreport2021.iwf.org.uk

Social Media:

- Twitter: @IWFHotline
- Facebook: InternetWatchFoundation
- LinkedIn: IWF
- Instagram: internet.watch.foundation
- YouTube: IWFHotline

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