



THE SIGNALS NETWORK
the whistleblowers foundation

Legal Director - Whistleblower Protection Program

Full time

Remote

The Signals Network is hiring a lawyer to head up its Whistleblower Protection Program. This is an opportunity to help shape our all-encompassing support system for whistleblowers and to work with a smart and talented international team determined to hold power to account.

About The Signals Network

[The Signals Network](#) (TSN) is a US-based non-profit organization with international operations. Its aim is to advance the public's interest by encouraging transparency, accountability, reporting and whistleblowing.

To support whistleblowers and hold power to account, The Signals Network is developing an end-to-end approach that includes: **empowering** workers to stand up to power and speak out about wrongdoing; **protecting** whistleblowers who contribute to published reports of wrongdoing; supporting collaborative **investigative reporting** on wrongdoing; and, advocating for lasting **change** as a result of whistleblower revelations.

The Signals Network actively supports dozens of whistleblowers across 12 countries. These courageous individuals have provided information on the biggest media stories of our time, including Big Tech data violations, government and corporate corruption, #MeToo abuses, political propaganda online, health hazards and more to a range of international media outlets, including *The New York Times*, *The Guardian*, *Le Monde*, *BBC*, *Der Spiegel* and *The New Yorker*. We have coordinated the publication of four major investigations through media in the U.S. and across Europe that reached tens of millions of readers. In 2021, we kicked off our Tech Accountability Project (TAP) to specifically tailor our end-to-end support to tech workers and Big Tech whistleblowers. Our first major project within TAP was development of the 90-page legal section within the Tech Workers Handbook, which has received more than 50,000 views since October 2021. Recently, we provided protections for whistleblowers in Africa as part of a major report in [Time](#) magazine on Facebook's content moderation system based in Kenya.

Director of TSN's Whistleblower Protection Program

TSN has created the new position of Director of the Whistleblower Protection Program to steer the WPP as it grows and expands to provide more services in more geographic areas and in more industry sectors. The WPP is The Signals Network's most established program, and in 2021 we provided one-to-one support to more whistleblowers than ever before. The majority of whistleblowers we work with receive legal support and/or media relations management. We also provide psychosocial support, temporary safe housing, information security and, on occasion, fiscal sponsorship.



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The new WPP Director will be a lawyer responsible for overseeing the customized protection and support services provided to a select number of whistleblowers who have contributed to published reports of significant wrongdoing. The new hire also will shape the program and help steer the overall direction of TSN. The director will report to the Executive Director and serve on the management team.

For more information on the Whistleblower Protection Program:

<https://thesignalsnetwork.org/for-whistleblowers/>

Responsibilities include:

Whistleblower Protection Program management

- Oversee the WPP short-term and long-term strategy and policies
- Develop a robust process for selecting and supporting whistleblowers in collaboration with the Board Engagement Committee
- Ensure that legal parameters are followed when working with whistleblowers
- Work directly with whistleblowers, in coordination with the Executive Director
- Support the Executive Director engaging the Board members, friends of the board, law firms, journalists, and other civil society partners
- Liaise, in coordination with the Executive Director, with journalists who are working with whistleblowers
- Liaise, in coordination with the Executive Director, with the civil society organizations that advocate for lasting change based on whistleblower revelations (e.g., Amnesty International, Greenpeace, Tax Justice Network)
- Work directly with the Director of Operations in developing a high-wealth individual funding stream and other funding mechanisms

Legal support

- Work with and expand our network of lawyers in the 12 countries where we are already operational and beyond
- Connect selected whistleblowers with the appropriate lawyers when needed
- Follow publicly implemented strategies of whistleblowers to inform TSN's work
- Collaborate with TSN team and partners to develop new legal resources for workers and whistleblowers

Additional services

- Work with and expand our network of online security experts and temporary safe housing options in the 12 countries where we are already operational and beyond
- Assist with connecting psychosocial experts with selected whistleblowers
- Explore the creation of career support options for the whistleblowers we support



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Qualifications

- A lawyer licensed to practice in any state in the United States with documented legal experience. Experience in whistleblowing, qui tam actions, media law, employment law or legal issues involving the tech industry is a plus
- Experience in supporting whistleblowers preferred, but not required
- Excellent interpersonal skills and ability to establish positive relationships with individuals
- Organized, detail-oriented, creative, and able to work independently, under pressure, and as a team player in a fast-paced environment
- Self-motivated and directed, with excellent project and time management skills; takes initiative to identify risks and issues, solve problems, and solicit input and help from others
- Deep knowledge of media landscape in the US and Europe preferred
- Strong understanding of press freedom/whistleblowing issues preferred
- An entrepreneurial spirit with a sincere interest in supporting whistleblowers in order to protect the public's right to know

Location

- Remote work. Team is currently located in San Francisco, Washington DC, London and Paris, Eastern time zone is preferred
- Willing to travel up to 20%

Salary and Benefits

The salary range is \$100,000 - \$110,000 and will depend on level of experience. TSN offers health and workcare benefits and a generous time-off policy.

Level of Language Proficiency

Native English speaker. Knowledge of French is a plus.

Professional Level

Professional

Minimum Education Required

JD from an ABA accredited law school.

The Signals Network strives for justice, equity, diversity, and inclusion (JEDI) and prioritizes these values in our organization, programming, and employment practices. JEDI is at the forefront of our strategy and culture, and we are committed to building a team that represents a variety of backgrounds, perspectives, cultures, skills, and experiences, knowing that the more



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inclusive we are, the more successful we will be. We are an equal opportunity employer and Black, Indigenous, People of Color, and LGBTQ+ candidates are strongly encouraged to apply.

To apply

Please send your application, as PDF documents, by March 24, 2022 to info@thesignalsnetwork.org. Please include:

- A cover letter with
 - Your possible start date
 - Your current location where you are working
 - Any sideline professional activities that you would like to keep in addition to your work at The Signals Network
- A CV/resume