

Staff Attorney, Whistleblower Protection Program
Remote

As part of our growing Whistleblower Protection Program, The Signals Network (TSN) is seeking a full-time Lawyer to join our growing Whistleblower Protection Program. The lawyer will work directly with our Legal Director and our Whistleblower Protection Team to support our growing caseload of work with whistleblowers.

About The Signals Network (TSN)

Transparency and accountability are the guardrails that keep democracy on track. In many cases, the public relies on courageous whistleblowers for knowledge of government and industry malfeasance. But whistleblowers who come forward often face legal, physical, psychological and economic retaliation.

[The Signals Network](#) (TSN) is an international 501(c)(3) organization dedicated to supporting whistleblowers who have shared public interest information with the press and public. Founded in 2017 by journalists, whistleblowers, lawyers and entrepreneurs, TSN operates internationally to hold powerful interests accountable.

To support whistleblowers and hold power to account, The Signals Network has developed 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 globally as they report on wrongdoing and fight for lasting change. These courageous individuals have provided information on the biggest media stories of our time to a range of international media outlets, including Big Tech data violations and government and corporate corruption, #MeToo abuses, political propaganda online, health hazards and more. Their information has appeared in *The New York Times*, *The Washington Post*, *The Guardian*, *Time*, *Le Monde*, *BBC*, *Der Spiegel*, *The New Yorker* and more. Recently, we provided protections for whistleblowers in Africa as part of a major report in [Time](#) magazine on Facebook's content moderation system, in Europe as part of [Uber's](#) labor practices and lobbying efforts, and in the US as part of [Twitter's](#) business practices. More information is available on our [website](#).

Position Summary

The Staff Attorney will work with TSN's Legal Director and Whistleblower Protection Team to help expand the organization's Whistleblower Protection Program. The individual will be a lawyer in good standing with the bar in their jurisdiction who has experience working directly with clients and ideally journalists and policy makers, including in sensitive situations where confidentiality is of paramount importance. The individual will be a self-starter, familiar with case management systems and best practices, and confident operating in a varied and fast-

moving environment with limited supervision. S/he/they will be able to work under pressure, collaborate well with different teams and take into account both legal and non-legal factors when analyzing and strategizing around a case.

The Staff Attorney will be interacting daily with whistleblowers, both those looking for support and those TSN is already supporting. It is essential that the person be willing and able to engage sensitively with individuals who are often experiencing or have experienced trauma from their situations.

Strong writing and research skills are essential, as is the ability to come to the table with ideas on how TSN can continuously improve its protection for whistleblowers and its work with journalists to help them better protect their sources.

Responsibilities include:

- Manage on a day-to-day basis our case intake system, including initial intake calls from individuals and journalists who are seeking support;
- Sensitively engage with clients, some of whom may be traumatized, to ensure we are able to adequately support them as they go through their whistleblowing journey;
- Ensure case management systems are kept up to date and information stored securely;
- Engage with journalists and media who need support for their sources;
- Assist the Legal Director to build up our networks of lawyers, psychologists, and security professionals who can support the whistleblowers with whom we work.
- Conduct legal, factual and policy research at the national, regional and international levels in support of the whistleblowers to whom we are providing support;
- Draft and edit educational and case-specific advocacy materials for external audiences;
- Conduct internal and external meetings related to whistleblower support, including with external counsel, policymakers and partner organizations;
- Assist the Legal Director and broader TSN Senior Management Team with specific projects aimed at improving the legal environment and public support for whistleblowers.

Qualifications and Experience:

US-qualified attorney in good standing with at least one state bar.

In addition to the educational requirement, a key qualification of this role is the ability to work sensitively and with the utmost confidentiality. Strong research and writing skills and the ability to work independently are also essential.

Experience working with employment or media law would be an advantage, as would experience working internationally.

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 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.

Location

Remote. TSN operates a virtual office with staff spread between Europe and the US. The Legal Director is a US lawyer based in the United Kingdom and therefore it would be preferable for the Staff Attorney to be based in US Eastern Time Zone. We will, however, consider candidates in other time zones who can be flexible with respect to the time they work, including those based on the US West Coast.

Salary and Benefits

This position is full time. Salary range is \$70,000 - 80,000 and is determined by relevant experience and skills. Benefits include five weeks of leave, health savings account, workcare benefits for remote workers.

To apply

Please apply [here](#) with:

- A cover letter describing your motivations for wanting to work for TSN
- A CV/Resume
- The location where you will be based

Please send us your application documents in **one PDF file**. (max. 8 MB). Cover letter should be within the pdf file or copy/pasted into the open text box provided

The deadline for applications is **Friday, December 1, 2023**. We will, however, review applications on a rolling basis and therefore encourage those interested to apply at the earliest opportunity.