Title: Technology Lead
Reporting to: Director of Communications
Location: Remote
Duration: 12 months based on performance
Hours: 32 Hours per week
Working Format: Remote, Fluent in English and French (*preferred)*
Number of Vacancies: One
Start Date: 1st August 2024
Salary Range Gross inclusive relevant taxes and deductions: $1,200 per month

About Pollicy

Pollicy is an award-winning East African feminist civic technology collective. Our work and research spans across the use and implementation of data and technology to engineer social change. In the recent past, we have researched ways through which Africans can take back control of their data and reimagine new ways of tech ownership.

Role summary

The Technology Lead is responsible for assessing Pollicy's organizational technology and facilitating our advocacy efforts. Ultimately, you will work on projects simultaneously and support different departments as needed.

Main Tasks and Responsibilities of the Technology Lead:

Data Products support:
1. Collaborate with the data products team to implement technology solutions, such as open-source technology tools, and data-driven tools, to support Pollicy's advocacy efforts and low-bandwidth tech and data tools to empower citizens. We are looking to build tools similar to sensor.AFRICA, HURUmap, PesaYetu, etc.
2. Lead the design, development, and deployment of robust operating systems and infrastructure tools that will be used by the organization and partners.
3. Drive every aspect of the software development process including technological and architectural decisions.

Digital Infrastructure
1. Conduct a comprehensive review of Pollicy's current tech infrastructure, including an assessment to identify strengths, weaknesses, opportunities, and threats and an improvement rollout plan under but not limited to key areas to explore developed by the Pollicy team.

www.pollicy.org
info@pollicy.org
+256 708 310 397
+256 760 193 143

Kampala Office:
🏠 Plot 7, Kulubya Close, Bugolobi

Nairobi Office:
🏠 Britam Towers, 24th floor, Upperhill

2. Collate and consolidate all Pollicy microsites into the main site www.pollicy.org for easy access by our target audience.

Digital Equity

1. Translate complex technical concepts into easily understandable language for non-technical stakeholders.
2. Train internal teams and provide ongoing technical support on relevant technology tools and best practices to improve efficiency and productivity(in-person, via phone, or remotely.
3. Implement and maintain robust cybersecurity measures to safeguard Pollicy's digital assets and sensitive information and tune performance
4. Identify and evaluate hardware and software solutions to meet Pollicy's needs.
5. Conduct remedial assessments of Pollicy's technology environment to identify areas for improvement and optimisation.
6. Maintain and administer computer networks, software, applications, and configurations
7. Lead the development and roll-out of new applications and data products, ensuring smooth integration and user adoption.
8. Implement technology solutions that align with Pollicy's data and digital rights advocacy goals, driving positive impact for all departments.
9. Support with the formulation of ICT policy/ strategy as per Pollicy's hybrid infrastructure

African Feminist digital security capacity support

1. engage and support Pollicy staff in co-developing up-to-date research, programmatic, and communication interventions on digital security with a bias to an African woman's lived experience.
2. Open-source support on digital resilience such as sourcing of non-profit tech advice support to Pollicy partners on VPNs, set up, etc

Desired Competencies, Experience, and Skill Requirements

● Proficiency in Python, Java, or C++ for AI development and integration with existing systems)
● Proficiency in Web Development (HTML, CSS, JavaScript)
● Experience and knowledge in Machine Learning and AI Frameworks and Data Management (Expertise in working with databases (SQL and NoSQL)
● Experience and knowledge of data and digital rights issues, emerging and data -intensive technologies including data governance and, Artificial intelligence, as artificial intelligence, blockchain, augmented and virtual reality, internet of things, and robotic 3D printing among others.

Kampala Office:
🏠 Plot 7, Kulubya Close, Bugolobi

Nairobi Office:
🏠 Britam Towers, 24th floor, Upperhill

🌐 www.pollicy.org
✉ info@pollicy.org
📞 +256 708 310 397
+256 760 193 143

- Strong communication skills to effectively represent Pollicy's technology initiatives in external settings, such as conferences, workshops, or meetings.
- Familiarity with creative advocacy strategies and techniques within the context of advocacy campaigns or initiatives.
- Experience working in interdisciplinary environments and facilitating communication between technical and non-technical staff and teams.
- Experience integrating DEI principles into technology design, implementation, and training processes.

How to apply

a. Interested candidates are invited to submit a Cover Letter and Curriculum Vitae to

recruitment@pollicy.org. Please include Technology Lead in the subject line.

Applications will be accepted on a rolling basis through Friday, 2nd August, 2024 at 5:00PM EAT.

b. We work remotely and have a physical presence and office in Kampala,Uganda and Nairobi, Kenya. This position is starting mid August 2024.
c. Women are encouraged to apply.

Kampala Office:
⌂ Plot 7, Kulubya Close, Bugolobi

Nairobi Office:
⌂ Britam Towers, 24th floor, Upperhill

🌐 www.pollicy.org
✉ info@pollicy.org
📞 +256 708 310 397
   +256 760 193 143