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**JOB TITLE:** Software Engineer

**CONTRACT:** Full time

**SALARY:** £35,000 — £40,000 depending on experience

**DEPARTMENT:** Central

**REPORTS TO:** Director of Projects

**LOCATION:** Home working, with ability to travel

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## WHO ARE WE?

The Free Speech Union is a non-partisan, mass-membership public interest body that stands up for the speech rights of its 40,000+ members and campaigns for free speech more widely. We provide a wide range of support, from arranging legal representation to giving media advice, to assisting with employment disputes to giving pastoral support. We want to win individual disputes for our members and change the law to better protect freedom of speech.

## THE ROLE

The Free Speech Union is looking for a Software Engineer. You will join a team that is actively modernising the FSU's technical capabilities and will have the opportunity to shape new systems from the ground up. We are looking for someone with the startup mindset, who is willing to do whatever is needed – and who shares our conviction that free speech is worth fighting for.

This is a hands-on, technically varied role. You will be expected to systematically automate the FSU's operations with a mix of AI and conventional software development, freeing up staff time and enabling co-ordination across the organisation. You will spot opportunities nobody else has seen and secure the FSU's systems against attack by anti-free speech activists.

*This role would suit a recent graduate in computer science (or a related discipline) who is excited about the potential of AI to transform the way organisations operate, and who wants to put that to work in defence of one of our most fundamental freedoms.*

## KEY RESPONSIBILITIES

### 1. Automation

- Design and build out the FSU's core platform, with an eye to making it reusable and extensible. Connect and integrate our existing SaaS apps into a coherent whole. Influence key technical decisions that will live for years to come.

- Rapidly identify and exploit opportunities for automated research, scanning, data-processing and reporting tools to ensure FSU staff are always at the right places, at the right times, with the right facts.
- Be the on-call AI specialist in the organisation. Teach others how to do rough-and-ready prompt-based automations of the things you haven't yet swept up.
- Maintain clean, version-controlled codebases with extensive documentation that are agent-ready from day one.
- Drive to zero the time we spend on routine administration tasks.

## **2. Security**

- Learn, audit and defend our cloud systems, email and collaboration platforms, and CRM/membership tooling.
- Hone your skills in a uniquely adversarial environment. Anticipate and defeat attacks by motivated, real world adversaries who want to silence those who would speak out against them.
- Ensure user accounts, permissions and onboarding/offboarding processes are robust.
- Troubleshoot issues. Perform then automate routine maintenance tasks (patching, backups, certificate renewals, DNS management).
- Ensure data processing pipelines for sensitive material meet the necessary governance and data protection rules.

## **WHAT WE NEED**

### **Essential**

- Evidence of hands-on experience across a broad range of computing tasks, including at minimum software development and some degree of Linux systems administration. A degree in computer science, software engineering or a related discipline counts as evidence, as would prior job experience or open source contributions. Expect a skills test in the interview, but we anticipate a lot of learning on the job.
- Proficiency in at least one programming language (Python, JavaScript/TypeScript or similar) and ability to work across the stack as required.
- Ability to use AI-assisted development tools effectively and critically, including the judgment to know when AI-generated output requires revision.
- An interest in computer security, awareness of common vulnerabilities and how to detect/address them. Deep expertise in security is not expected, but willingness to learn fast is.
- Self-motivated and comfortable working remotely to a high operational tempo, with the discipline to manage tasks independently within a structured reporting framework.

### **Desirable**

- Familiarity with Azure, AWS, Cloudflare, Microsoft 365, Salesforce, etc.

- Exposure to prompt engineering methodologies for research, legal or data-intensive tasks.
- Interest in or experience with vector databases, document-indexing systems or applied machine learning.
- Experience working for a research, legal, policy or campaigning organisation.

## **WHAT WE OFFER**

- Salary up to £40k per annum, depending on experience.
- Eight per cent pension contribution, 20 days paid annual leave (excluding bank holidays), BUPA private healthcare.
- A direct and positive impact on real people at critical moments in their lives.
- Exposure to real-world politics and campaigning.
- The autonomy and flexibility of working from home.
- Travel to events and meetings within the UK.

## **HOW TO APPLY**

To be considered for this role, please send a CV and introductory letter to [jobs@freespeechunion.org](mailto:jobs@freespeechunion.org) detailing why you are interested in the role and how your skills align with what we need. Expect an interview process that involves a hands-on programming task via screen-share without AI assistance, and some tasks in which you'll be expected to use AI, as well as general discussion. You will use your own tools during this process.