

Care about democracy? Join Avaaz anti-disinformation squad to protect the European elections.

Disinformation is threatening everything we love. From our democracies and communities to the biggest challenges we're facing as a people right now. And its scale is breathtaking: A poll in Brazil showed that 90% of Bolsonaro voters believed toxic fake news about his opponent, such as that he was a pedophile and rigged voting machines. Russian disinformation reached more than 126 million Americans and millions of Brits. 1/3 of the news shared on Twitter ahead of the Swedish elections has been from purposefully misleading websites and fake news during the yellow vests protests have reached tens of millions of French citizens.

Now guess what... Europe is next! And it's ill-prepared.

That's why **Avaaz is launching an unprecedented anti-disinformation project** to protect the EU elections from the proliferation of fake news and disinformation. After piloting this approach in [Brazil](#) where Avaaz was able to take down one of the biggest disinformation networks, we are planning to scale up our efforts on the European continent, launching a Europe-wide operation that will use big data, investigative journalism, and the strength of our network of 20 million members in the EU to identify and debunk fake news, take down the biggest disinformation networks, bring to justice the criminal networks behind them, and create viral content and factual corrections to reach those who've been exposed.

This will be an ambitious 5 months project (which will likely be extended afterwards), and all that's missing to make it happen is -- you!

Avaaz is hiring for the following full-time positions, to start as soon as possible*:

- [Analytics Director](#)
- [Investigative Journalism Director](#)
- [Online Research Director](#)
- [Media Director](#)
- [Creative Content Director](#)
- [Legal Director](#)

**Avaaz is initially looking for leadership roles, but if any of this sounds interesting to you - send in your application as we will have many more positions to fill!*

Need further convincing? Here are [10 reasons](#) to join Avaaz, and here's [a glimpse at what a normal week at Avaaz might look like](#).

Our hiring process

Our team is global, working and living across the world. If we operated out of a single office, our hiring process would be equivalent to having you come spend the day with us, meeting and interviewing with 3 or 4 people and doing a skills evaluation. We still want to have those conversations, but we'll do them a little differently. If you go through our entire process, here are the steps you can expect over the course of a few weeks:

- an interview where we'll get to know you, covering culture, work style and skills.
- a written exercise that mimics much of the day-to-day work you would be doing.
- a second interview with a senior staff member following up on any pertinent issues.
- a third interview with an Avaaz Campaigns Manager.

We've found that this approach is the best way for us and candidates to figure out whether working together is going to be a success. Each step is a unique part of the process and afterwards, we'll let you know if it makes sense to move on to the next step. The interview process will tell you a lot about us, how deeply we care about our employees, the work, and how we approach the business of changing the world! It also gives you a chance to meet different staff members and learn a little about what makes Avaaz such a great place to work. We are excited to go on this journey with you and hope you enjoy it.