

*Come and work with us...*



→ Communications Lead

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DemocracyNext

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*We are looking for a  
Communications Lead to join our  
small but mighty team. If you're  
interested, read on to find out more.*



Across the globe, people lack agency to shape their destinies. Governance systems are failing to address hard, complex issues. And those in power are not accountable to their citizens. We want to change this.

DemocracyNext is an international foundation working to accelerate the spread of high quality, empowered, and permanent citizens' assemblies. We believe in a more just, joyful, and collaborative future, where everyone has meaningful power to shape their societies. We work to shift who has power and how we take decisions in government and in institutions of daily life like workplaces, schools, and museums.

We want more people to see the democratic potential of sortition (selecting decision makers by lottery), deliberation, and participation for strengthening trust, reducing polarisation, and improving decision making. We believe that these principles enable us to be with complexity, channel our collective wisdom, and find common ground.

We work strategically in collaboration with others to support and grow the global deliberative democracy movement. You can read more about our work [here](#).

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# Our new Communications Lead

## 01 Why we need you

We are looking for a freelancer / contractor to join us for the next 6 months as our Communications Lead. We'd like you to design and deliver our communications on a day-to-day basis, and help us plan our future comms programme and strategy.

You will play a key role in advancing DemocracyNext's mission to accelerate the spread of citizens' assemblies, in which randomly selected members of a community or country are expertly briefed, deliberate, and propose solutions to tough public problems. You will be responsible for crafting and implementing strategies that promote our work, shape our stories, amplify our voice, influence public discourse and help establish DemNext and our team as go-to thought leaders on such assemblies and other aspects of deliberative democracy.

The Communications Lead reports to the CEO, and works closely with the COO and other team members. The contract is for 2-3 days per week and the location is fully remote. We're looking for someone who is based in the Netherlands or the UK.

## 02 Here's what you'll be doing

- Create and deliver our core communications, principally through our newsletter, website, and social media channels (main channels currently LinkedIn, YouTube, and Instagram).
- Work with the CEO and COO to design and implement an annual communications strategy aimed at an international audience.
- Set up and update a clear goals and metrics tracker to enable us to measure progress in key areas.
- Create a forward-looking calendar of relevant dates and events.
- Coordinate, develop, and contribute to the development of original content, such as newsletter content and Q&As, commentaries, or op-eds. Ensure all content is in line with DemNext's tone of voice and visual identity.
- Keep DemocracyNext's website running smoothly and up to date.
- Horizon-scanning across the media and comms landscape to keep up to date on what's happening around the world in relation to citizens' assemblies, deliberative democracy, and other areas, with support from the whole team.
- Review and build on our media contacts list and develop our strategy for press releases, media appearances, op-eds, and interviews with major outlets.
- Explore ways to expand our CEO's public profile and DemNext's social media presence in order to amplify the organisation's voice.

### 03 What does working for DemNext look like?

Behind the scenes, we are a 'small but mighty' core team of four, based in four different countries (France, Germany, Netherlands, UK). Our extended team includes a growing number of internationally-based Associates and Fellows who join us on a wide range of projects. And we're supported by our Foundation Board and International Advisory Council. We are a Dutch Foundation, based in The Hague.

We all work remotely from home, and try to get together a couple of times a year for team retreats and to connect in person. There are sometimes opportunities for travel, depending on the nature of the work. We're an English-speaking team. If you join us and you're based in The Hague or nearby, there's the option of working from The Hague Humanity Hub.

Because we work remotely, it's really important that you're accustomed to this, and are happy to be home-based and largely self-sufficient on a day-to-day basis. We connect online every week as a team in between meetings, and sometimes work together over zoom when we want company. Our main project management tools are Basecamp and Airtable.

### 04 What's essential for this role?

- A strong affinity for and interest in our work, with a good understanding of citizens' assemblies and / or deliberative processes.
- Excellent oral and written communication skills - fluency in English, both spoken and written, is essential.
- You are good at managing your time, keeping in touch and communicating your work patterns.
- You're happy remote working.
- Minimum of 5 years of experience in communications, media relations, journalism, preferably within the NGO sector, government, or areas related to democratic reform.
- Excellent English writing, editing, and verbal communication skills, with the ability to translate complex issues into accessible and engaging content.
- Demonstrable commitment to and understanding of democratic reform, preferably sortition and deliberative democracy.
- Proven track record in developing and executing media and communications strategies that have achieved measurable impact.
- Experience of video editing is a strong advantage.
- Proven experience with updating websites and creating social media feeds.
- Proven ability to work remotely and flexibly within a small team, including multi-tasking and covering for absent colleagues at times.
- For this role, you will need to have English as your first language.

## 05 Contract type

1. This will be a freelance contract for an initial 6-month period. You will need to be responsible for paying tax in your country of residence.
2. We anticipate needing 10-12 days per month (2-3 days per week). We can offer a day rate of around €500 / £425, up to a total maximum monthly amount of €5,000 / £4,250 (inclusive of VAT), depending on experience and number of days agreed.
3. We will be prioritising applications from freelancers / contractors based in the UK or Netherlands.
4. We are open to receiving pitches from small communications agencies that fall within this budget (inclusive of VAT).
5. There may be potential to extend the contract beyond 6 months.

## 06 How to apply

If you'd like to apply, please send us:

- Your CV
- A cover letter (maximum 2 pages), outlining your interest in this contract and highlighting how your experience aligns with what we're looking for.
- As part of your letter, please provide links to three recent examples of your work that highlight skills that will be relevant to this contract.
- Please send these as PDF files.
- Please include the names of two referees we can get in touch with about your work.

The deadline for receiving applications is midnight (GMT) on 9 February.

We'll be assessing applications on a rolling basis as they arrive, and will be aiming to have initial short chats with our longlist of applicants by 22 February. The purpose of these initial conversations will be to meet you and chat about the work you've done to date.

The second stage will include a longer discussion, and you'll be asked to respond to a comms brief in advance.

We are a small team, and regret that we are unable to give feedback to unsuccessful candidates.

Please send your application to:

[hello@demnext.org](mailto:hello@demnext.org) with the subject header Communications Lead

## *Equal opportunities*

We are committed to being an equal opportunity employer. We seek amazing people from diverse backgrounds, experiences, abilities, and perspectives. We care for each other and strive to create an inclusive work environment where we all love to come to work every day.

We are happy to provide reasonable accommodations to help you apply – just email us at [hello@demnext.org](mailto:hello@demnext.org)