

CONSULTANCY TERMS OF REFERENCE ROMANIAN-LANGUAGE RESEARCH ANALYST

About ISD

ISD is a global think and do tank dedicated to safeguarding democracy and human rights, and delivering solutions to weaponised hate, polarisation, disinformation and extremism around the world. Combining research and analysis with government advisory work and the design and delivery of international training, education and communications programs, ISD works to implement real-world, evidence-based responses to these challenges. ISD has teams in London, Amman, Berlin, Paris and Washington DC.

Consultancy Purpose

For the delivery of a new project, ISD is seeking to engage a Romanian-speaking research consultant to contribute to the analysis and write up of reports monitoring online platforms responses to online risks to civic discourse and electoral disinformation in the context of the May 2025 Romanian presidential election. Analysis will be conducted in Romanian. The project is ongoing, and the consultant will need to be available to start as soon as possible from mid-March, for a maximum of 80 days over a period of four months.

Responsibilities and deliverables

Research & Analysis (100%)

- Conduct original research on the online spread of electoral disinformation and influence operations, in the context of the 2025 Romanian presidential election, using both qualitative and quantitative digital research methods (tools and training provided).
- Contribute to the development of risk assessments and research briefings on threats to civic discourse and electoral disinformation, in the context of the 2025 Romanian presidential election.
- Lead the creation of seed and keyword lists in Romanian (in collaboration with ISD's Digital Analysis Unit).
- Oversee the regular monitoring, classification, and flagging of relevant content across social media platforms, leveraging proprietary tools (training provided) and supplementing this with manual analysis when necessary.
- Collaborate with other analysts to ensure a comprehensive and cohesive approach, recognising that this work cannot be conducted in isolation.
- Attend weekly team meetings, inception sessions, and ad hoc trainings.

CONSULTANT SPECIFICATION

Expectations

We expect all staff, consultants and volunteers to:

- Commit to ISD's vision, mission and [Guiding Principles](#)
- Foster diversity, inclusivity and equality of opportunity at ISD
- Demonstrate respect for others and safeguard those who are vulnerable
- Carry out their duties in accordance with ISD's policies and procedures
- Adhere to risk management and security instructions at all times

Our commitment to Equality, Diversity & Inclusion

We endeavour to recruit a range of candidates into ISD, to strengthen our team and contribute to our inclusive organisational culture. We particularly welcome applications from candidates currently underrepresented across ISD – including those from diverse ethnic and socio-economic backgrounds, those with disabilities, and members of the LGBTQ+ community. We have tried to make this recruitment process as accessible as possible, but please let us know if you have any access requirements that you would like us to be aware of during this process.

Competencies

These reflect ISD's [Guiding Principles](#) which we expect all members of the team to embody, regardless of seniority and role. How these competencies are assessed is outlined in ISD's Performance Review Process.

Guiding Principles	Competencies
Integrity	<ul style="list-style-type: none"> Personal integrity Focus on quality
Collaboration	<ul style="list-style-type: none"> Respect for others Commitment to the team
Agility	<ul style="list-style-type: none"> Efficiency and effectiveness Problem Solving
Courage	<ul style="list-style-type: none"> Strategic thinking Growth Mindset

Specific Requirements

These are a priority for this specific role, and form part of our assessment during recruitment and ongoing performance management. They are also a framework for focusing on continuing professional and personal development.

	Essential	Desirable
Knowledge, training and qualifications	<ul style="list-style-type: none"> Substantial relevant experience or degree-level qualification in relevant humanities or scientific discipline 	<ul style="list-style-type: none"> Relevant additional experience or master's degree Qualification in a related topic
Experience	<ul style="list-style-type: none"> Demonstrable professional experience in social media research Subject matter expertise in online manipulation and electoral disinformation, specifically in the Romanian context. 	<ul style="list-style-type: none"> Experience with content analysis Experience conducting literature reviews Subject matter familiarity with digital regulation and the EU's Digital Service Act (DSA) Previous experience in conducting research on TikTok

Skills	<ul style="list-style-type: none"> • Working proficiency in <u>Romanian</u>. This includes fluency with reading and listening • Extremely strong written English and oral communication skills • Ability to identify patterns and trends in quantitative and qualitative data • Ability to work well within a team environment • Exceptional attention to detail 	<ul style="list-style-type: none"> • Social listening tools skills e.g. Brandwatch • Data visualisation skills e.g. Tableau, Flourish • Network analysis tools skills e.g. Gephi • Open-source investigation (OSINT) skills
Other	<ul style="list-style-type: none"> • Ideally based in the UK, Germany, or other European countries • Ability to work within a European time zone • Candidates must not have worked for a designated <u>VLOP or VLOSE</u> in the three years prior to this project and must sign a Conflict-of-Interest Declaration affirming this if appointed. • Available 20 days per month (or close to) from mid-March to mid-June. 	