

Hiring: Data Privacy & Governance Lead

[60 Decibels](#) is a tech-powered impact measurement company that makes it easy to listen to the people who matter most. We've been in business as an independent entity since early 2019, when we spun out of the global Impact Investor [Acumen](#).

Our firm belief is that the best way to understand social impact is by listening directly to the people experiencing that impact. That sounds obvious when you say it, but this is not typical practice for most impact investors, corporations and foundations working to create social change.

We have built an infrastructure and an approach to change this, by making it easy for our clients to listen to their customers, employees and beneficiaries. Our infrastructure includes our network of 800+ trained researchers in 60+ countries who speak 125+ languages (covering 5 billion people globally!). These researchers speak directly to customers to understand their lived experience, a combination of qualitative and quantitative data. Our 60dB team turns all this data into benchmarked social performance reports that help our clients understand, demonstrate and improve their social performance.

By making impact measurement simple and scalable, we not only enable organizations to make improvements in the products and services they've designed to serve beneficiaries; we also help transform what it means to credibly measure impact, ensuring that the voices of those who matter most are always part of the story.

We have also seen increasing sophistication in data privacy and security across the geographies where we work. Ensuring that we are compliant with evolving legal frameworks while building and maintain the appropriate systems and protocols to secure the data that we manage is a top priority for our team. If you're similarly passionate about our mission and enthusiastic about data security and ethical research practices, we are looking for a Data Privacy & Governance Lead to join our global team!

About the role: The Data Privacy & Governance Lead will join our small but mighty operations team. This is a new role at 60 Decibels, focused on strengthening our data governance infrastructure across the organization and staying at the forefront of a developing and evolving data privacy ecosystem.

More specifically, the Data Privacy & Governance Lead will:

- Build, improve, and maintain 60dB's data governance framework, including the policies and systems that ensure thoughtful and compliant stewardship of data
- Ensure that systems, policies and practices at 60dB are in compliance with GDPR and other relevant data privacy frameworks
- Collaborate with other functions to identify data privacy risks and propose mitigation and/or remediation strategies
- Conduct regular data security audits and data protection impact assessments
- Conduct regular training of staff on security in data processing
- Support relationship managers on data privacy related questions and due diligence
- Support efforts to secure and maintain IRB

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- Manage data privacy certification efforts
- Conduct data privacy due diligence and, where appropriate, manage required registrations, to ensure compliance with local and changing data privacy laws in the jurisdictions in which we work
- Maintain a “pulse” on developments in data governance and security that may have implications on our work
- Model our company values

About You: First and foremost, you bring compassion and dedication to this work because it matters to you. You have a bias towards action: you get your hands dirty and actively tackle problems in a way that leads to the best outcomes and brings teams together. You successfully balance flexibility and rigor, using informed judgment to make decisions. You model critical thinking and introspection, taking strategic risks and growing from mistakes. You are decisive and bold, have a growth mindset, are eager to change the status quo, and know the value of being a part of an effective team. You take pride in enabling the best work of others.

Other characteristics that will help you succeed in this role: You bring deep understanding of the evolving data security space and are attuned to developments and shifts in the space. You are comfortable translating broad privacy frameworks into nuanced operational strategy, making informed judgements about the associated risks and implications. You work well cross-functionally, deftly engaging stakeholders representing varied interests and experience.

We also expect that most candidates will have had the following experiences / attributes. If your experience set differs, but you think you’re the right person for the job, say that in your application.

- 5+ years of professional experience in ethical research, data protection, data systems management and/or data privacy law
- Deep and nuanced understanding of the prevailing data privacy frameworks, including GDPR
- Superior interpersonal and communication skills, both verbal and written
- Robust analytical skills and strong aptitude for navigating new technologies preferred
- Experience with data privacy certification programs preferred
- Experience with a multi-geography, globally dispersed team preferred
- Comfort in a fast-paced, entrepreneurial environment; awesome ability to prioritize and manage multiple workstreams

60 Decibels is deeply committed to having a workplace that is inclusive and anti-discriminatory. We believe that our team must embody the compassion, listening, and sense of shared humanity that is so central to our goal as an organization. We are proud to be an Equal Opportunity employer and do not discriminate

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on the basis of race, religion, national origin, gender, sexual orientation age, marital status, veteran status, or disability.

As a growing company, we are building towards a more universally accessible workplace for our employees. At this time, we do use some cloud-based technologies that are not compatible with screen readers and other assistive devices. We would be happy to discuss accessibility at 60 Decibels in greater depth during the recruitment process.

Interested in applying?

Deadline: Candidates are encouraged to apply early, as applications will be reviewed on a rolling basis.

Location: The Data Privacy & Governance Lead will join our 60dB team in our London, New York, Nairobi or Bangalore office and will need to possess permanent work authorization in one or more of these locations.

Compensation: 60 Decibels offers a competitive salary and benefits package and the opportunity to work in a flexible, fun and supportive environment.

Application: Please use the following [link](#) to apply. We're excited to hear from you!

Please note that as part of your application, we will ask you to upload your resume, as well as your written response to the following two questions:

1. What excites you most about this role and why?
2. What does "data governance" look like at a company when done properly?

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> Visit our website at 60decibels.com.

> Read about our team values [here](#).

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