








Digital Innovation Lead

Summary

-  **Fee:** EUR 6000 - 7500 monthly, full time.
-  **Benefits:** Eligible for additional benefits after three months, subject to performance.
-  **Based:** Wherever you like, with preference for EU/MENA timezones.
-  **Supervises:** IT Consultant(s), Junior Innovation Specialist.
-  **Reports to:** Chief Technology Officer.
-  **Travel:** International travel likely every 3-6 months.
-  **Seefar Technology Scale:** Level 5 - Driver.

Solve problems that matter

Seefar's programmes tackle complex global challenges by changing lives for the better. In 2024, we helped the Jordan government digitize civil documentation systems, Syrian refugees to access their rights, counselled thousands of Afghans in transit, and found jobs for rural Iraqis preparing to migrate irregularly. Our projects incorporate cutting-edge tools and platforms that facilitate access to information, enable remote service delivery, and increase our scale. We remain a start-up in size and spirit, driven by curiosity and a bias for action. Are you ready to build what's next?

Who we are

Seefar Foundation is a social enterprise with a simple mission: to transform the lives of vulnerable people. Through programmes rooted in technology, psychology and behaviour change, we help people build the skills and confidence they need to make a positive contribution to their communities. It's how we support governments in finding solutions to challenges around irregular migration, poverty, human trafficking, violent extremism, access to justice, and more.

Our exceptional team of over 100 consultants are problem solvers and innovators, delivering programmes for Seefar Foundation and high-impact research and advisory for our sister company Farsight Global. Together, our organisations solve difficult, high-impact problems for governments and NGOs across communications, digital, and research, monitoring and evaluation in Africa, Asia, and Europe.

Your responsibilities

1. **Product creation and prototyping (50%).** Build internal-facing and user-facing tools using Airtable, Zapier, Glide, and similar low- or no-code platforms. Rapidly turn ideas from projects into working products, iterate on feedback and keep solutions stable by troubleshooting with light code when needed.
2. **Product leadership and vendor management (20%).** When a solution needs external support, scope the work, select external developers or consultants and guide them to deliver on time, on budget and to Seefar standards. Own product road-maps, documentation and handover to operations teams.
3. **Project support and capacity building (10%).** Collaborate with project teams as they embed digital workflows and new tools to strengthen project impact. Train colleagues to configure and maintain tools so they can run without constant developer help.
4. **Technology and AI uptake (10%).** Champion the use of emerging tech and AI across the organisation. Run live demos, publish bite-sized learning notes, and recognise staff who experiment with new tools. Your goal is to spark curiosity, lower adoption barriers, and ensure Seefar stays ahead of the curve in applying technology for social impact.
5. **Strategy and innovation (10%).** Scan the horizon for new low-code platforms, AI capabilities and data-protection practices. Distil insights into concise recommendations, feed them into organisational strategy and proposal development, and present at Seefar's twice-yearly summits to keep the organisation at the cutting edge.

Who you are

You're excited to drive digital innovation that helps marginalised communities access better information and services, improve their skills, and build their confidence. You love building with Airtable, Zapier, Glide and other low- or no-code tools, and you enjoy showing others how to use them. You feel at home testing new AI tools, sharing quick learnings, and sparking ideas across a global team. You're motivated by the prospect of holding a strategically important position, but you're not above hard work. You understand that "done" is better than "perfect" and plan your work with this in mind. Wherever you're based, you're confident you can build trusting relationships with partners in Europe, South-Central Asia, MENA, and Sub-Saharan Africa. You're ready to commit your energy to one organisation and do not expect to combine this position with other work or consulting.

To succeed, you'll need to be:

- Highly expert in low or no code tools, building complete products with Airtable, Zapier, Glide and other platforms.
- Confident with code, able to read and debug JavaScript, Python or SQL to keep products running smoothly.
- Driven to experiment, prototype fast, learn from users and turn feedback into polished solutions.
- Strategic, linking technology choices to humanitarian impact and donor expectations.
- A clear communicator and teacher, translating tech concepts for non-technical colleagues.
- A mentor and leader, lifting the skills and confidence of remote teams and external developers.
- Highly productive and organised, managing multiple builds and iterations without losing detail.
- Welcoming of change and ambiguity, curious about new AI and digital trends and quick to test them.
- Credible with senior stakeholders, able to pitch solutions, show demos and explain risks in plain language.
- Champion of [our values](#): productivity, smart risks, feedback, humility, social purpose, grit, and learning.
- Master of the core competencies described below.

Essential criteria



Academic background in computer science, information systems, data science, or a related field, or a proven track record of equivalent hands-on experience. A master's degree is welcome but not required for exceptional candidates.



Proven rapid-build portfolio to demonstrate you have shipped real-world tools in days or weeks using Airtable, Zapier / Make, Glide or similar platforms. You can share live demos or links that show tangible impact. We welcome evidence from your work or spare time.



Mastery of low- and no-code platforms plus the ability to read and tweak JavaScript, Python or SQL to extend features, fix bugs and connect external services securely. (Note: this position does not require that you can write code.)



Excellent English communication skills, written and spoken, with the ability to write concise build docs, create simple how-to guides, and demo solutions convincingly to technical and non-technical audiences.



Expertise in AI and emerging technologies, with a proven track record of piloting new tools, driving adoption across diverse teams, and translating technical advances into practical improvements for projects and operations.



Hacker-level curiosity for new tech and AI - you stay ahead of trends, test early-access features, and love turning “what if” ideas into working prototypes that solve problems for users on the ground.

What we offer

We offer fees of EUR 6000-7500 monthly, inclusive of all taxes and charges. After three months' good performance and subject to review, you'll be eligible to join our core Global Team. Global Team members receive enhanced benefits:

- Unlimited leave. In 2024, colleagues took an average of about 6 weeks' leave.
- Long-term sickness, carer, and maternity pay.
- Access to a professional development fund with support on using it to enhance your career.
- Technical and AI upskilling opportunities to stay ahead of evolving market trends.
- Ethical alignment: we offset the carbon impact of our travel and AI usage and administer a social impact award.

What's work like at Seefar?

Positives:



Diversity and multiculturalism



Trust, autonomy, and space



Innovation and experimentation



Achievements over protocols



Travelling and discovering



New challenges that stretch you

Challenges:



Coordinating across timezones



Taking on unexpected tasks



Communicating clearly using remote tools



Expectation that you organise your own time



Prioritising competing demands



Balancing intense weeks with time off

Your long-term growth

We conduct six-monthly talent reviews, offering you regular support, guidance, and consideration for promotion throughout your time with us. Your review is based on peer feedback regarding your performance, effectiveness, and adherence to [our values](#), with the objective of identifying how we can help you reach the next level. When the time comes to leave Seefar, we'll help you with what comes next. [Former colleagues](#) have moved to places like Amazon, Clear Global, UNDP, and Outward Bound Canada. Several have started their own businesses.

Who are your colleagues?

You'll be joining a Global Team of nine, based in Europe, the Middle East, and South Asia. We're from a dozen nationalities and speak seven languages. At any given time, we work with around 100 consultants globally who implement our projects. You will find a mix of perspectives, backgrounds, technical expertise, and lived experience.

Apply

On or before **27th July 2025**, complete our [online application form](#). Eligible applicants will be invited to take an initial culture and values assessment. Before you start, you should confirm that you exceed the core competencies, agree with the values, and find the indicated pay range acceptable. Please let us know if you require any accommodations due to a disability.

Refer

Do you know someone who would be perfect for this role? If the successful candidate mentions your referral, we will donate \$200 to an NGO of your choice.