

# LIBERTY

## Recruitment Pack: Investigative Journalist (12-month Fixed Term Contract)

Liberty Investigates is the editorially independent investigative journalism unit at Liberty, the UK's oldest human rights organisation.

We believe rigorously pursued, collaborative investigative journalism can be instrumental in challenging abuses of power, and we believe it's needed now more than ever. The team, currently made up of the Investigations Editor and two Investigative Journalists, undertakes work designed to have real-world impact – by holding power accountable, changing narratives and sparking positive change in human rights.

Funding has allowed us to recruit another reporter on a 12-month fixed-term contract as we deliver on Liberty's exciting new [three-year strategy](#). We are looking for an ambitious Investigative Journalist to help us deliver more impactful work on the role of AI technology in UK public authorities, particularly policing.

POSITION DESCRIPTION	
Position title:	Investigative Journalist
Position reports to:	Investigations Editor
Employment status:	12-month Fixed Term Contract
Salary:	£43,918
Hours:	35 hours per week, plus occasional out of hours work (for which TOIL is available)
Location:	Hybrid - 2 days a week in the office, Westminster, London
Closing date for applications:	9am, Monday 6 July 2026
Interview dates:	First round- online Tuesday 21 July 2026 Second round- in person at our office- Tuesday 28 July 2026

### About the role

Funding has allowed us to advertise for an Investigative Journalist on a 12-month fixed-term contract. Reporting to the Investigations Editor, the Investigative Journalist is responsible for pitching and producing impactful investigations on the increasing role AI technology plays in UK public authorities, particularly policing.

You will need to understand the power of telling stories and the role that journalism plays in mobilising action in the public interest. You will need a passion for upholding high factual and ethical standards.

You will share our passion for human rights issues and commitment to Liberty's strategic campaigning objectives, while also demonstrating a deep understanding of and respect for the norms of investigative journalism.

You will have a strong news sense with excellent reporting and writing skills. You will be able to work collaboratively with colleagues and build relationships with third party news organisations, both print and broadcast. Liberty Investigates operates on a co-publishing model, with stories published by our partners as well as on the unit's own website.

We are looking for an investigative journalist who is capable of working independently and is up for the challenge of working in a novel way within an established campaigning organisation (though with editorial independence).

## KEY RESPONSIBILITIES

- Pitch and produce high-quality investigations into our priority area of AI technology and its use by UK public authorities, using a range of investigative journalism techniques, including data journalism and source work
- Maintain regular and clear communication with the Liberty Investigates team, including attending team and cross-team meetings
- Develop and keep up to date in your knowledge of important journalistic techniques and principles, including data journalism, data security and source protection
- Develop relationships with a diverse range of third-party news organisations in order to collaborate in the investigation and/or publication of stories, including broadcast or multimedia partners
- Proactively engage with communities impacted by the areas of coverage and ensure their voices are centred in your work
- Maximise the reach and impact of your work by promoting investigations on social media and by sharing articles with stakeholders
- Work proactively with other Liberty teams to ensure good internal communication and identify opportunities for aligned working
- Maintain an awareness and knowledge of developments in human rights law and policy
- Under the supervision of the editor, support colleagues by conducting rigorous fact-checking on their work
- Attend quarterly evening meetings with the Editorial Advisory Board, contributing as required
- Contribute to the Liberty Investigates team's and organisation's work on anti-oppression through feeding into the anti-oppression workplan and delivery of assigned tasks.

SELECTION CRITERIA		Essential	Desirable
<b>Knowledge &amp; experience</b>	At least three years' experience as a reporter in local or national newsrooms, or equivalent, with experience of investigative journalism	✓	
	Robust understanding of and experience using the methods and techniques of investigative journalism	✓	
	Demonstrable interest in the world of AI technology and how it is being used by UK public authorities	✓	
	Demonstrable experience of impactful investigations into the use of AI technology by UK public authorities		✓
	Robust understanding of the information security principles and methods necessary to carry out investigative journalism		✓
	A strong news sense with a proven track record of producing exclusives and impactful investigations	✓	
	A strong list of contacts and excellent contact-building skills	✓	
	A strong, practical understanding of media law and ethical journalism practices	✓	
<b>Competencies</b>	Excellent reporting and writing skills, with the ability to write clearly about complex topics	✓	
	Ability to develop and maintain internal and external working relationships and to work collaboratively with other Liberty teams	✓	
	Ability to manage competing priorities, communicate well, and work independently to meet deadlines	✓	
<b>Values</b>	Commitment to and understanding of Liberty's broad campaigning objectives and to human rights and Liberty's mission, values and cross-party, non-party status	✓	
	Commitment to building a fair, compassionate and diverse working environment	✓	

## IMPORTANT INFORMATION

1. Application forms should be uploaded as a pdf document to the Job Board via our website [Job Board](#) with the job title as the subject no later than:

**9am, Monday 6 July 2026**

**Applications received after the closing date will not be considered. We cannot accept CV's.**

2. You will receive an automatically generated response confirming receipt. If you **DO NOT** receive this response, please check your junk folder. Any questions or issues, please contact [HR@libertyhumanrights.org.uk](mailto:HR@libertyhumanrights.org.uk)

First round interviews are scheduled online on Tuesday 21 July 2026

Second round interviews will be held in person on Tuesday 28 July 2026

Details of the interviews will be confirmed by email.

3. Applicants who have not been short listed will be notified by email. **Due to our limited resources, we are unable to provide feedback on applications.**

Interview panels will be made up of two to four people who will each ask the candidates questions. The questions are intended to allow you to expand on your application and to demonstrate to the panel how far you meet the essential and desirable requirements of the post. All candidates are asked a uniform set of questions (usually five or six) and may also be asked follow-up questions to clarify or expand on individual answers. At the end of the interview candidates will also have an opportunity to ask questions about the job, conditions of service, etc. Some of the questions will be sent to you in advance of your interview, although there will be some follow up questions based on the answers you give in the interview.

4. Shortlisted candidates may be asked to complete a pre-interview or written task.
5. Once all interviews have taken place, shortlisted applicants will be contacted and informed of the outcome either by email or phone and offered the opportunity to receive feedback.
6. If you have a special requirement for completing the interview or a task due to a disability or connectivity reasons, please contact us at [HR@libertyhumanrights.org.uk](mailto:HR@libertyhumanrights.org.uk).
7. You can find our privacy notice for job applicants [here](#).