Careers In Humane Technology
This is a resource for people interested in careers that catalyze a more humane future.

Published in February 2022, it offers guidance on:

- Where humane technology-oriented jobs can be found
- Which professional skills are valuable and in demand
- How to get hired for work in humane technology
- How to structure your career search
- Resources to aid your search

Good luck!
Humane technology is your core job.

Humane technology is an add-on to a traditional skillset.

You aren't hired for humane technology skills, but they get you promoted.
Humane technology is your core job.

Where to Look
Well-established companies
Teams: Responsible Innovation, Integrity, Trust & Safety, Policy

Traditional Skillsets
Engineering, UX and Design
Comms and Marketing

Humane Technology Skillset
- minimize harmful consequences
- support fairness and justice
- respect human nature

Why You're Hired
Your employer has seen unintended, harmful consequences severely hamper giants like Meta, and so have their investors. They want you to predict and prevent problems, ideally without disrupting revenue or growth targets.
Humane technology is an add-on to a traditional skillset.

Where to Look

Job Boards: All Tech is Human, Platformer, Zebras Unite
Portfolios of aligned investors: Human Ventures, Betaworks, Evolve Ventures, Kapor Capital, Mayfield Fund
Civic tech: U.S. Digital Service, 18F, Code for America

Traditional Skillsets
Product Engineering or UX
Social Science Research
Stakeholder Engagement

Humane Technology Skillset
- center on values
- create shared understanding
- help people thrive

Why You're Hired
A values-centered team has acquired limited funding to build a humane product challenging the status quo. They need a team that gets their humane vision to build, market, and support it.
You aren't hired for humane technology skills, but they get you promoted.

<table>
<thead>
<tr>
<th>Where to Look</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Your current employer</strong></td>
</tr>
<tr>
<td>Any industry facing underestimated risk and unexplored value: Consumer Tech, Fintech, Adtech</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Traditional Skillsets</th>
<th>Humane Technology Skillset</th>
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</thead>
<tbody>
<tr>
<td>Highly variable</td>
<td></td>
</tr>
<tr>
<td>Engineering, UX, Design</td>
<td></td>
</tr>
<tr>
<td>Marketing</td>
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</table>

<table>
<thead>
<tr>
<th>Why You're Promoted</th>
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<tbody>
<tr>
<td>You <strong>rallied your coworkers</strong> around an issue that no one took seriously – until it was all over the headlines. Now you've been assigned to lead a task force designed to <strong>minimize risk</strong> and explore <strong>opportunities for innovation</strong>.</td>
</tr>
</tbody>
</table>
Bonus: The non-profit + social impact ecosystem

Where to Look

Course **Slack**

**Job boards:** Idealist, B Work, Impact Opportunity, Work for Good

Other grantees of **CHT's funders**

<table>
<thead>
<tr>
<th>Traditional Skillsets</th>
<th>Humane Technology Skillset</th>
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<tbody>
<tr>
<td>Comms</td>
<td></td>
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<tr>
<td>Policy/Research</td>
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<tr>
<td>Partnerships/Community</td>
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<tr>
<td>Development</td>
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<tr>
<td>Operations</td>
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</tbody>
</table>

Why You're Hired

**Foundation priorities are gradually shifting** to incorporate humane tech, and **NGOs, B Corps, and other "purpose-driven" organizations are building out new programs** around it. They need your help.
"Filtering" your search

The humane technology ecosystem is vast. **Figure out what matters to you**, and use those priorities to refine your search.

Example "filters":

<table>
<thead>
<tr>
<th>Industry</th>
<th>Type of organization</th>
<th>Role/skills</th>
<th>Personal</th>
</tr>
</thead>
<tbody>
<tr>
<td>Tech</td>
<td>Major corporation</td>
<td>Product development</td>
<td>Work-life balance</td>
</tr>
<tr>
<td>Education</td>
<td>SMEs</td>
<td>UX</td>
<td>Salary / benefits</td>
</tr>
<tr>
<td>Finance</td>
<td>Startup</td>
<td>MarComms</td>
<td>Remote / in-person</td>
</tr>
<tr>
<td>Health care</td>
<td>Investor</td>
<td>Project management</td>
<td>Organizational &quot;purpose&quot;</td>
</tr>
<tr>
<td>Consumer goods</td>
<td>Consultancy</td>
<td>Entrepreneurship</td>
<td>Team dynamics</td>
</tr>
<tr>
<td>Energy</td>
<td>B Corps</td>
<td>Research / writing</td>
<td>Growth opportunities</td>
</tr>
<tr>
<td></td>
<td>Non-profit</td>
<td>Stakeholder engagement</td>
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<tr>
<td></td>
<td>Academia</td>
<td>Business dev. / sales</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Gov't. / civil service</td>
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</table>

Tech includes Industry, Role/skills, and Personal filters.
Takeaways and Advice

The humane tech field is growing.

There are lots of ways in.

It's a job hunter's market.

Hone your story.

Talk to people. Lots of them.

Stay current.

Build your skills while you search.

Get your *Foundations of Humane Technology* course completion certificate!
## Resources shared during the presentation

### Job Boards
- All Tech is Human
- Platformer
- NTEN
- Idealist
- B Work
- Impact Opportunity
- Work for Good

### Coalitions & Networks
- Zebras Unite
- Prosocial Design Network
- Integrity Institute
- Trust & Safety
- Professional Association
- PIT-UN

### Investors
- Human Ventures
- Betaworks
- Evolve Ventures
- Kapor Capital
- Mayfield Fund
- ClimateTech VC
- Climate Tech Landscape
- Social Venture Partners
- Acumen Fund

### Volunteering & Skill-Building
- Taproot
- Datakind
- Catchafire
- Hashtag Charity
- NTEN
- Develop for Good
- TechSoup
- Free Code Camp

### Public Service
- Tech Congress
- Code for America
- 18F
- US Digital Service

### Tech News
- Platformer News
- The Markup

### Note: The resources linked here will direct you to organizations who we think are doing great work. These third-party sites are not formally affiliated with CHT and their content may change without notice. Please review with care and discretion.