

Careers in Humane Technology

by Center for 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

You can also watch a recording of this presentation on CHT's YouTube channel. [Click here to access the video presentation on Careers in Humane Technology.](#)

Interested in learning more about humane technology, or earning a certificate to showcase your expertise in this issue space? Enroll in the Center for Humane Technology's free, online course, "Foundations of Humane Technology." [Click here to learn more on the course page.](#)

Good luck!

What is Humane Technology?

Humane technology follows six core tenets:

1. **Respect Human Nature** - How can technology work in harmony with the vulnerabilities and biases which all humans have evolved?
2. **Minimize Harmful Consequences** - What economic forces affect products, and how can product teams help address and reduce harmful externalities?
3. **Center on Values** - How do the conditions of our lives shape our values? How might product development be informed by metrics but centered on values?
4. **Create Shared Understanding** - How can technology engender the trust and understanding we need to solve complex problems together?
5. **Support Fairness & Justice** - How can technology enable a more just world, and practically integrate voices of people who experience harm?
6. **Help People Thrive** - How can products help people act in alignment with their deeper intentions, rather than optimizing for engagement?

Jobs in Humane Technology

Jobs in humane technology can be viewed as a tiered system.

At the top, humane technology is your core job. Underneath, at the second tier, humane technology is an add-on to a traditional skill set. And finally, at the bottom tier, while you aren't hired for humane technology skills, they may help you get promoted.

Humane technology is your core job

Where to Look

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

Traditional Skill Sets

- Engineering
- UX & Design
- Comms and Marketing

Humane Technology Skill Set

- Following the six-core tenets of humane technology, including minimizing harmful consequences, respecting human nature, and supporting fairness & justice

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 skill set

Where to Look

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

Traditional Skill Sets

- Product Engineering
- UX Design
- Social Science Research
- Stakeholder Engagement

Humane Technology Skill Set

- Following the six-core tenets of humane technology, including minimizing harmful consequences, respecting human nature, and supporting fairness & justice

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

Where to Look

- Your current employer
- **Any industry facing underestimated risk and unexplored value:** Consumer Tech, Fintech, Adtech

Traditional Skill Sets

Highly variable, but they can include:

- Engineering
- UX
- Design
- Marketing

Humane Technology Skill Set

- Following the six-core tenets of humane technology, including minimizing harmful consequences, respecting human nature, and supporting fairness & justice

Why You're Promoted

You **rallied your coworkers** 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 **minimize risk** and explore **opportunities for innovation**.

Bonus: The non-profit and social impact ecosystem

Where to Look

- **Job Boards:** Idealist, B Work, Impact Opportunity, Work for Good
- Other grantees of CHT's funders
- Civic tech organizations

Traditional Skill Sets

- Comms
- Policy/Research
- Partnerships/Community
- Development
- Operations

Humane Technology Skill Set

- Following the six-core tenets of humane technology, including minimizing harmful consequences, respecting human nature, and supporting fairness & justice

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”:

Industry: Tech, Education, Finance, Health care, Consumer goods, Energy

Type of Organization: Major corporation, SMEs, Startup, Investor, Consultancy, B Corps, Non-profit, Academia, Government and Civil Service

Role/Skills: Product development, UX, MarComms, Project management, Entrepreneurship, Research/writing, Stakeholder engagement, Business development & sales

Personal: Work-life balance, Salary/benefits, Remote/in-person, Organizational “purpose”, Team dynamics, Growth opportunities

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.

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Resources shared in this presentation

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.

Job Boards

- [All Tech is Human](#)
- [Tech Jobs for Good](#)
- [Diversify Tech](#)
- [Public Interest Tech Job Board](#)
- [NTEN](#)
- [Idealist](#)
- [B Work](#)
- [Impact Opportunity](#)
- [Work for Good](#)

Accelerators

- [Betaworks](#)
- [Human Ventures](#)
- [Headstream](#)
- [Better.vc](#)

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](#)

Non-profits & Foundations

- [List of humane tech NGO's](#)
- [CHT's funders](#)
- [Omidyar Network grantees](#)

Public Service

- [Tech Congress](#)
- [Code for America](#)
- [18F](#)
- [US Digital Service](#)

Tech News

- [Platformer News](#)
- [The Markup](#)