OPEN ROLE · VOLUNTEER TO PAID

Data Protection Officer

We build tools that help protect children online. We need someone whose job is to make sure they protect everyone else's data too, and to tell us plainly when they do not.

TIME	Volunteer to paid, part-time, around 4 to 6 hours a week to start
LOCATION	Remote, within EU time zones; Denmark-based preferred
REPORTING TO	The Board, with direct access at any time
APPLICATIONS	Reviewed on a rolling basis · info@custorian.org

About us

Custorian is a European non-profit based in Denmark. We are developing the Child Digital Safety and Wellbeing (CDSW) Standard, an open, auditable standard that measures whether the protections in digital services work, together with research, a parents' alliance, and infrastructure that helps hotlines, hosting providers and law enforcement take down child sexual abuse material faster.

Much of that work touches sensitive data: reports about suspected criminal content, audit evidence held by the services we certify, and the details of members and volunteers. Our rule is to hold as little as possible, and never the abuse material itself.

The role

You will be Custorian's first Data Protection Officer, with the tasks and independence set out in Articles 37 to 39 of the GDPR. You will advise us, check our work, and be the contact point for the people whose data we process and for the Danish Data Protection Agency (Datatilsynet).

You will join while key systems are still being designed, so your advice will shape them rather than be bolted on afterwards.

What you will do

- Advise the Board, staff and volunteers on their obligations under the GDPR and the Danish Data Protection Act (databeskyttelsesloven).
- Advise on and review data protection impact assessments, starting with our notice exchange for hotline takedown notices before its first live pilot.
- Help work through the legal basis for processing data relating to criminal offences (GDPR Article 10 and the Danish rules that apply), with our external lawyers where needed.
- Keep our records of processing current, and review data processing agreements, retention and deletion periods, and international transfers.
- Review our privacy notices, consent flows and member systems, including anything that involves children or young people.
- Monitor compliance and run short audits and awareness training for our team.
- Handle data subject requests and support breach assessment and notification within 72 hours.
- Act as our contact point with Datatilsynet.

What you bring

- Expert knowledge of data protection law and practice, including the GDPR and its application in Denmark.
- Hands-on experience as a DPO, privacy counsel or privacy lead, including writing or reviewing DPIAs.
- Enough technical understanding to question a system design: what is stored, where, for how long and who can see it.
- The independence of mind to say no, and to put it in writing.
- Fluent professional English.
- A real commitment to protecting children online.

It would help if you also have: Danish, written and spoken; a recognised certification such as CIPP/E, CIPM or CDPO; experience with law enforcement data, trust and safety, or reporting of illegal content; familiarity with the Digital Services Act, NIS2 or ISO 27701; experience with research data, including data access under DSA Article 40.

If you meet most of this but not all, we would still like to hear from you.

What we offer

- A named statutory role you can use publicly, at an organisation building a European standard.
- Real influence over systems while they are still being designed.
- Access to the Board and to the resources you need to do the job, as the GDPR requires.
- Reimbursement of pre-approved out-of-pocket expenses.

Volunteer now, paid later

This is a volunteer role today. We intend to make it a paid position or a paid service contract once dedicated funding is secured, but we cannot promise a date or fee. When the paid role is created, the person in this role will be invited to apply and considered first.

Independence and safeguarding

As the GDPR requires, you will not take instructions on how to carry out your tasks, will not be penalised for performing them, and will report directly to the Board. You cannot hold another role at Custorian or Downstream Labs, our commercial partner, that decides why or how personal data is processed. While in post, you cannot hold a paid or advisory role with an online service the standard covers, or with a company selling products or services related to it.

Because the role involves sensitive case data and work concerning children, the successful applicant will need a Danish child protection certificate (børneattest) and criminal record certificate, or equivalent checks from their country, before starting. You will also sign a volunteer agreement covering confidentiality.

How to apply

Email **info@custorian.org** with the subject line "Data Protection Officer" and include:

1. Your CV or LinkedIn profile.
2. A short note, one page at most, on a data protection decision you advised on, and how you reached your view.
3. In no more than 150 words: a hotline sends a takedown notice for a suspected abuse image through our system. What personal data might that notice contain, and what is the first question you would ask us?

We review applications as they arrive and will close the call once the role is filled. Shortlisted applicants will be invited to two short conversations. If you need any adjustment to apply or to take part, tell us at the same address.

We welcome applications from everyone, whatever their background, and we assess every application on the skills and experience it shows.