OPEN ROLE · VOLUNTEER TO PAID

Lead Security Engineer

LOCATION	Netherlands-based, remote, with occasional travel to The Hague
ENGAGEMENT	Volunteer to start, becoming paid once funded, with equity for the right candidate
VETTING	Background checks, including a Dutch certificate of conduct (VOG)
CONTACT	Tanya Becheva, Founder · tanya@custorian.org

About us

Custorian is a pan-European non-profit based in Denmark developing child digital safety and wellbeing standards, research and technology, together with a parents' alliance. We are building the infrastructure that helps hotlines, law enforcement, hosting providers and registrars take down child sexual abuse material faster.

The role

We are looking for a security-minded software engineer to take our two infrastructure tools, the Notice Exchange and the Commons, from working prototypes to secure, production-ready systems, and to lead their integration with partner organisations as they roll out.

Notice Exchange

Batches takedown notices from hotlines to hosting providers under a shared case number, maps each host to its registrar and network, and gives every case a clear, tracked escalation path.

Commons

Maps and clusters hosting providers through their network data (ASNs) to reveal shared infrastructure, ownership and shell companies.

What you will do

- Own the security architecture of both systems: threat modelling, encryption, access control, audit logging and secure deployment.
- Harden the code and infrastructure to the standard expected by hotlines and law enforcement.
- Build and maintain APIs and integrations with hotlines, law enforcement, hosting providers, registrars and existing abuse-reporting tools.
- Make sure the systems never handle abuse material itself, only hashes and metadata, and meet GDPR requirements.
- Lead technical onboarding of pilot partners as we roll out, and represent Custorian in technical meetings with law enforcement, including law enforcement bodies in The Hague.
- Run both systems day to day: monitoring, maintenance, updates, troubleshooting and incident response, and support for partners when something goes wrong.

As we grow, you will build and lead the development team: hiring engineers, setting technical standards and owning the technical roadmap.

What you bring

- Strong experience building secure backend systems and APIs.
- Solid grounding in application and cloud security, such as secure design, OWASP practices, penetration testing and incident response.
- Experience integrating systems across organisations.
- Comfort working independently in a small, fast-moving team.
- A real commitment to protecting children online.

Nice to have: experience with trust and safety, abuse handling, or internet infrastructure (DNS, hosting, registrars); familiarity with ISO 27001, NIS2 or the Digital Services Act.

How it works

- You start as a volunteer contributor to Custorian.
- Once we are funded, the role becomes a paid position with equity in Downstream Labs, Custorian's commercial partner, with Custorian work continuing under a separate contract.
- Remote, based in the Netherlands, with occasional travel and in-person meetings in The Hague.

Because you will work with law enforcement and sensitive case data, the role requires background checks, including a Dutch certificate of conduct (VOG). Some partners may ask for further vetting.

Get in touch. Contact Tanya Becheva, Founder, at tanya@custorian.org.