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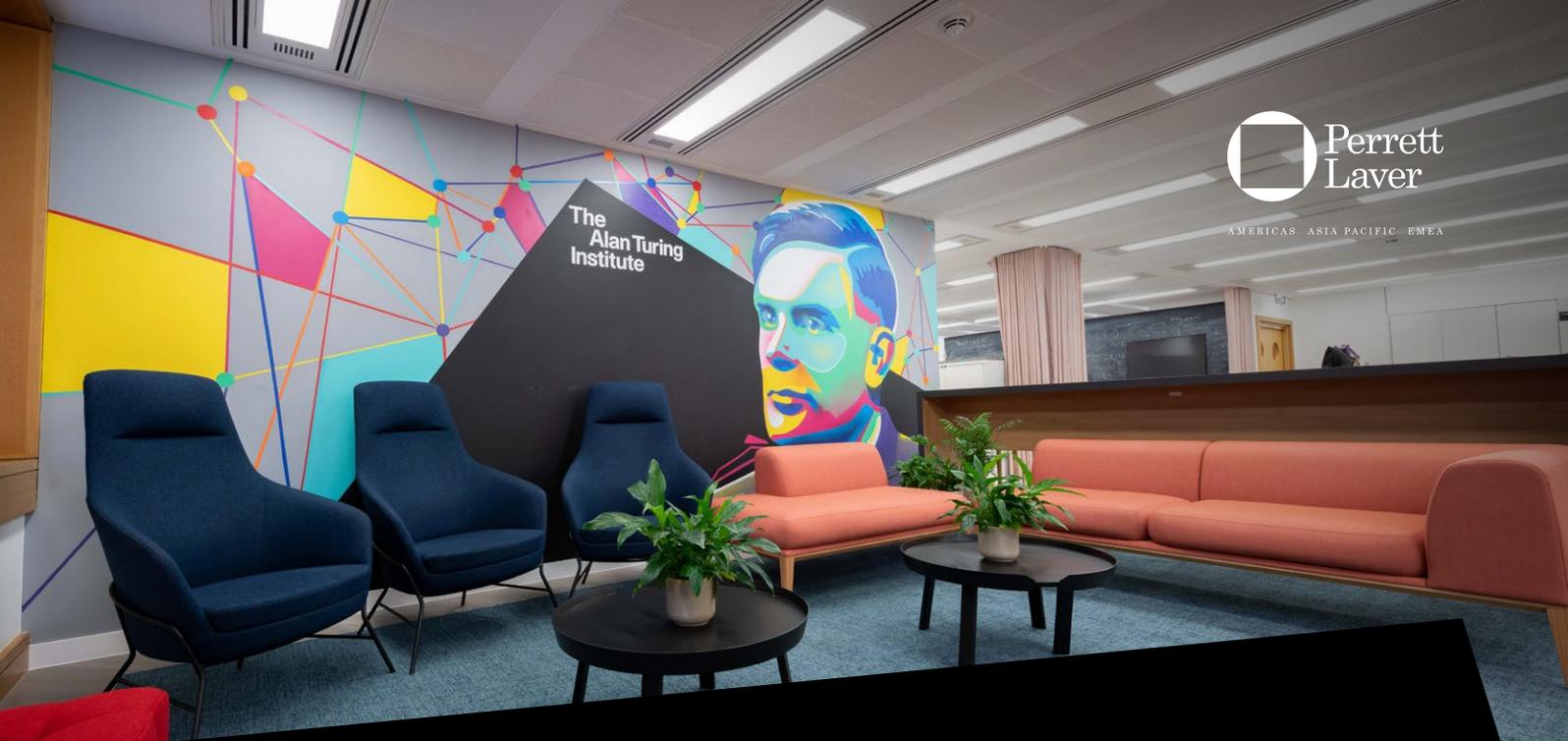
Institute Director and Chief Executive

January 2023

The Alan Turing Institute

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Executive Summary

The Alan Turing Institute was founded in 2015 with a clear and compelling purpose: *'To make great leaps in the development and use of data science and artificial intelligence in order to change the world for the better.'*

It is named in honour of Alan Turing (23 June 1912 – 7 June 1954), whose pioneering work in theoretical and applied mathematics, engineering and computing laid the foundations for the fields of data science and artificial intelligence.

Five universities - Cambridge, Edinburgh, Oxford, UCL and Warwick - and the Engineering and Physical Sciences Research Council (EPSRC) are Founder Members of The Alan Turing Institute.

Eight additional universities - Birmingham, Bristol, Exeter, Leeds, Manchester, Newcastle, Queen Mary University of London and Southampton – joined the Institute in 2018. The Institute works with a further 25 universities through its Turing Network Development Awards.

Our work is underpinned by world-leading academic excellence and is unique in bringing together academia, industry, government and the third sector on a national scale.

The Institute is largely funded through grants from research councils and strategic and other partners, including: Accenture, the Bill & Melinda Gates Foundation, GCHQ, Lloyd's Register Foundation, MI5 and the UK Ministry of Defence, to name only a few.

Looking forward, The Alan Turing Institute aims to be **the world's leading organisation in reaping the benefits of the data science and AI revolution to solve societal challenges.**

The Alan Turing Institute seeks to appoint an individual to the role of 'Institute Director and Chief Executive' to lead the Institute through its next ambitious phase (to be outlined in its five-year strategy, launched in March 2023), while remaining responsive and agile to new strategic opportunities in this fast-moving space.

This is a critical time as the UK seeks to build a sustainable technological advantage in a global context. With the regulation and standards around these technologies being shaped, the Turing as the national institute is well-placed to play a central role in realising this future.



What We Do

We have three ambitious goals:

1. Advance world-class research and apply it to real-world problems

Innovate and develop world-class research in data science and AI that supports next generation theoretical developments and is applied to real-world problems, supporting the creation of new businesses, services, and jobs.

2. Train the leaders of the future

Contribute to the training of the new generations of data science and AI leaders with the necessary breadth and depth of technical and professional skills to match the UK's growing industrial and societal needs.

3. Drive an informed public conversation

Through agenda-setting research, public engagement, easy-to-access stakeholder advice and guidance, and expert technical advice, drive new and innovative ideas which have a significant influence on the industry, government, regulation, or societal views, or which have an impact on how data science and AI research is undertaken.

Data science and AI is an intellectually rich field drawing on many different specialisms in order to be successful, from the core technical foundations to considerations of the societal and ethical implications of new technologies, and the fairness of algorithmic systems.

To make the great leaps in research that the Institute aspires to, promoting and embedding equality, diversity and inclusion (EDI) is integral to achieving our mission. We have an embedded EDI structure, considering the Institute's role as an employer, a research institute, and a national institute, and have published an EDI strategy and action plan outlining our commitments and activities.



What We Do

Advance world-class research and apply it to real-world problems

The Alan Turing Institute is primarily interested in science and innovation which tackles the big challenges in data science and AI with lasting effects for science, the economy and the world we live in.

Initially, this part of the Institute's research has been organised in a programmatic structure across several different domain areas, supported by key partners in each.

This part of the portfolio of work will be refocused into a series of Grand Challenges in key societal areas, underpinned by a core capability of tools, people and foundational infrastructure. As well as having focused Grand Challenges and core capabilities, the Institute retains a watching brief for emerging areas of strategic importance.

Grand Challenge areas

We are seeking to define and prioritise our science and innovation activity with a grand challenge-approach in the following areas:

- The **transformation of healthcare** to enable better well-being.
- The **climate and biodiversity crisis** that is driving the need for greater sustainability.
- Supporting **defence and national security**.
- Enabling a **digitally- and data-driven economy**.

Cross-cutting core capabilities

To drive advances in the above areas, multi-faceted core capabilities are required to provide the underpinning infrastructure. To this end, the Institute will drive the following cross-cutting core capability areas as part of its science and innovation agenda:

- **Expanding our Public Policy Programme**, working across a greater range of policy areas in support of national priorities to enable data-driven policy innovation.
- Building our **foundational capability in data science and AI**.
- Expanding **Tools, Practices and Systems** to further build open-source infrastructure that is accessible to all.
- Growing **Research Engineering** capability to continue to contribute skills in research software engineering and data science in support of national priorities.
- Expanding our teams responsible for supporting the translation of our communities' science and innovation activity.

What We Do

Train the leaders of the future

To remain a science and AI superpower, the UK has to invest in skills and talent. The AI skills gap is well documented, and the Institute alone cannot solve all of the problems in the skills pipeline. Thus, the Institute aims to concentrate on:

- **Placements and career pathways:** providing additive career opportunities that support both the individual and also their wider team to gain cross-sectorial experience.
- **Data science and AI training for domain experts in target sectors:** putting in place offers that enable experts to take advantage of Turing placement programmes and training opportunities.
- **Capacity building initiatives for business leaders to improve application readiness of data science and AI:** ensuring our offer addresses the challenges and needs businesses face, and that those leaders are aware of the benefits data science and AI brings.

Drive an informed conversation

Public perceptions of data science and AI range from futuristic science fiction to very real distrust and concern about the fairness and transparency of algorithms being applied in public life.

The Institute is committed to helping to fix this by **providing an informed, trusted voice on what can be controversial or confusing issues. To preserve this trust, we will concentrate our attention on particularly high-profile issues in the following ways.**

Addressing these concerns requires the development of frameworks, codes of practice, and tools to ensure that ethical principles are built into every stage of the design, development, and implementation processes for AI systems.

There is also a need to drive an informed public conversation, with the aim to involve and empower people in the development of safe and ethical data science and AI.

Finally, as well as ensuring that data science and AI are communicated effectively, it is important that the complex data science and AI landscape itself is easier to navigate and understand, both to those working in it and those looking to connect to it.



Role Specification

The duties of the ‘Institute Director and Chief Executive’ will include, without limitation, the following:

- Managing the Institute and its relationships with its shareholders, research councils, strategic partners, and other key stakeholders across academia, industry, government and the third sector.
- Being the public face of the Institute, promoting it internationally and ensuring that it is recognised as a world-leading national centre.
- Leading the implementation of the Institute Strategy.
- Ensuring the generation of sufficient income for long-term sustainability of the Institute to appropriately resource the delivery of the Institute Strategy.



Personal Profile

It is expected that candidates must demonstrate strengths in the following broad areas:

Essential:

- **Leadership** – Substantial achievement and success in their field with experience of leading a complex and agile organisation with clarity, purpose and effectiveness and bringing together a strong executive team.
- **Commitment** – Deep commitment to the vision, purpose, and goals of the Institute as a whole and to its role within the broader data science and AI landscape. They will be willing to go the extra mile to ensure the long-term success of the Institute.
- **Change management** – A track record of success in leading through a period of organisational and cultural change and an understanding of how to help an organisation harness the power of technology.
- **Communication** – Excellent communication skills, and the ability and willingness to act as both the internal and external face of the Institute.

- **Inclusion** – Commitment to diversity, equality and inclusion in relation to every aspect of the Institute's activity and engagement.
- **Stakeholder management** – The ability to build strong and effective relationships across a broad spectrum of stakeholders including the academic research community, industry, government and the third sector.

Desirable:

- Experience and knowledge of the academic research environment to support the ability to manage working relationships with universities and research organisations.
- Experience gained in a leading commercial organisation of the practical translation of research into successful commercial innovation.
- Domain expertise in data science and AI, or their underpinning disciplines.

Terms of Appointment

- The Institute Director reports directly to the Chair of the Board of Trustees
- This is a permanent appointment
- If helpful, a secondment may be available in the short term to speed the transition
- We offer a competitive salary along with a benefits package that includes a defined contribution pension scheme, private healthcare and 30 days annual leave

How to Apply

For further information, including a detailed job description and person specification, please visit <https://candidates.perrettlaver.com/vacancies> using reference number **6345**. For an informal and confidential conversation about the role, please contact Tom Mellor at Tom.Mellor@perrettlaver.com or +44 (0)20 7340 6282.

The closing date for applications is **09:00 GMT, Tuesday 28th February 2023**.

Equality, Diversity and Inclusion

We are committed to building a diverse community and would like our leadership team to reflect this. We therefore welcome applications from the broadest spectrum of backgrounds.

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