DIRECTOR OF DELIVERY INFRASTRUCTURE

THE ALAN TURING INSTITUTE

There has never been a more significant time to work in data science and AI. There is recognition of the importance of these technologies to our economic and social future: the so-called fourth industrial revolution. The technical challenge of keeping our data secure and private has grown in its urgency and importance. At the same time, voices from academia, industry, and government are coming together to debate how these technologies should be governed and managed. The Alan Turing Institute, as the UK's national institute for data science and artificial intelligence, plays an important part in driving forward advances in these technologies in order to change the world for the better.

The Institute is named in honour of Alan Turing, whose pioneering work in theoretical and applied mathematics, engineering and computing is considered to have laid the foundations for modern-day data science and artificial intelligence. The Institute's purpose is to make great leaps in data science and AI research to change the world for the better. Its goals are to advance world-class research and apply it to national and global challenges, build skills for the future by contributing to training people across sectors and career stages, and drive an informed public conversation by providing balanced and evidence-based views on data science and AI.

After launching in 2015 with government funding from EPSRC and five founding universities, the Institute has grown an extensive network of university partners from across the UK and launched a number of major partnerships with industry, public and third sector. Today it is home to more than 500 researchers, a rapidly growing team of in-house research software engineers and data scientists and a business team.

BACKGROUND

Our Grand Challenges, including Defence and National Security, Environment and Sustainability and Transformation of Health provide a common focus, inspiring diverse communities and capabilities to come together. The Grand Challenges are underpinned by the work of Fundamental Research and Digital Society and Policy and supported by the core Science and Innovation infrastructure of Data Wrangling, Programme Management, Research Engineering and Tools, Practices and Systems.

The Institute is seeking to recruit an experienced individual to a senior leadership role who will have ultimate responsibility for the Science and Innovation delivery infrastructure for the Institute and be a key member of the Executive Leadership Team.

The postholder, with support from the CEO, Chief Scientist and other members of the Executive Leadership Team (ELT) will work closely with the Infrastructure Directors and other management teams to align potential transformations in these areas with the Turing's strategy. The post holder will contribute to ensuring the Institute meets its key strategic missions and will sit on the Executive Leadership Team, reporting to the CEO.

ROLE PURPOSE

As well as the ongoing leadership of the delivery infrastructure areas, the postholder will lead on bringing these functions together and create an effective operating model to deliver the organisation's goals. These areas have grown organically and independently to support the research delivery of Turing 1.0. At this time of transformation, it is a priority to bring these key areas of the Institute together to maximise the essential capabilities these functions have to drive the Turing's science and innovation agenda.

The Alan Turing Institute

This is a scale leadership role, the Turing's infrastructure functions currently comprise of circa 100 people and are responsible for the following remits:

Data Wrangling: Responsible for building data for research strategy and implementation that supports the Turing 2.0 grand challenges and delivery of the Institute's mission. This includes responsibility for data culture, establishing key collaborations for the Data team, delivery of the data co-ordination framework for the management of health data in the realm of early detection, and embedding EDI priorities in data research team.

The Programme Management Unit: Responsible for the management, development and delivery of Turing's scientific research and innovation areas, delivering high-quality research projects, research programmes, training, and knowledge exchange in data science and AI, totalling tens of millions of pounds.

The Research Engineering Group: Responsible for contributing skills in research software engineering and research data science and research computing in support of the delivery of our Grand Challenges as well as cross-cutting work on research infrastructure and tooling to support both the Institute's own needs and those of the wider data science and AI community

Tools, Practices and Systems (TPS): Responsible for managing a cross-cutting set of initiatives which seek to build open source infrastructure that is accessible to all and to empower a global, decentralised network of people who connect data with domain experts. Provides research infrastructure specialists to support the delivery of the Grand Challenges as part of its mission to transform open, ethical, reproducible and collaborative 'best practices' on data science and AI.

The Director of Delivery Infrastructure will build strong, credible relationships internally with science leadership and the Executive Team, and externally with UK and overseas organisations, UK government and other strategically important partners. The role holder will be a constructive, culturally attuned positive contributor and role model at a time of great change, challenge and opportunity for the organisation.

DUTIES AND AREAS OF RESPONSIBILITY

- Contribute to the development and delivery of the organisation's strategy and missions, in particular its research and knowledge exchange strategy, working closely with the CEO and CS and other colleagues.
- Provide and oversee the operational support that ensures the delivery of all research initiatives that fulfil the Institute's mission.
- Anticipate, influence and interpret regional, national and international research developments in the areas of data science, AI and associated technology and delivery models, and advise on trends and developments appropriate to the Institute.
- Contribute to the development of the organisation's plans and approaches to strategic research funding opportunities, to deliver against the core strategies, gaining buy-in and engagement from relevant academic and professional communities.
- Work with the CEO and ELT to review and implement where needed transformation of operations within the Turing's Science and Innovation Infrastructure areas.
- Work with the Infrastructure Directors to ensure a sustainable operating model is in place across the infrastructure areas to attract, retain and develop research infrastructure professionals with the range of skills and at the scale required to support the Institute's research initiatives.
- Line manage the Infrastructure Directors and ensure the professional development of these individuals, including career development and succession planning.
- With the Infrastructure Directors, oversee strategic planning and financial analysis of these areas.
- Identify risks and work across teams as required to implement mitigations to reduce those risks.

- Maintain a detailed understanding of all legal, regulatory, ethical, political and commercial issues relevant to the role.
- Contribute positively to our values led, high-performance culture and play a proactive role to our equality, diversity and inclusion objectives.
- Demonstrate a flexible attitude to change to support the organisation to meet existing and future needs.
- Contribute to the life of the Institute as a member of the Executive Leadership Team, including; hosting and being a panel member at our regular staff catch ups and Town Halls, actively participating in Turing's mentoring programme and representing ELT at various focus groups and review/selection panels.

Please note that job descriptions cannot be exhaustive, and the postholder may be required to undertake other duties, which are broadly in line with the above key responsibilities. This job description is written at a specific time and is subject to changes as the demands of the Institute and the role develop.

The Alan Turing Institute

PERSON SPECIFICATION		
Skills and Requirements Post holders will be expected to demonstrate the following:	**Essential (E)** **Desirable (D)**	**Tested at application (a)** **Tested at interview (i)**
Education/Qualification		
A degree in a technology science or engineering discipline. Evidence of ongoing professional development and keeping up with in technological and scientific developments.	E	A
A PhD/postgraduate qualification in a technology, science or engineering discipline	D	A
Knowledge and Experience		
Experience of running complex operational support teams	E	A,I
Previous working experience or the ability to understand research problems and approaches in sufficient depth to identify and resolve challenges in delivering research impact.	E	I
Experience of developing and implementing funding strategies across a broad diverse organisation	E	A,I
Experience of working as a member of a senior team in a large complex organisation	E	A
Experience of implementing strategic organisational change	E	A,I
Experience and expertise in at least one of the infrastructure areas of computational infrastructure, data infrastructure, data standards, research engineering/software engineering, programme and project management	E	A,I
Experience of implementing processes for compliance with due diligence and trusted research requirements	E	A.I
Experience of research operations and delivery in HE or elsewhere	D	A,I
Previous working experience gained in research, HE or science organisation, and/or (publicly funded or governmental organisation, and/or research and innovation focussed industry)	D	A
Communication		
Lead and inspire influencing effective working relationships and comfortable working with a diverse set of stakeholders.	E	I
A strong and effective communicator with the ability to communicate with a range of diverse audience.	D	A,I
Ability to communicate clearly and concisely in the most appropriate format to ensure understanding; Can deliver complex, specialist or conceptual information clearly and persuasively	E	A,I

Service Delivery		
Actively promotes and defines performance standards for the area that support the achievement of organisational objectives. Undertakes regular monitoring and review to ensure that standards are being met	E	I
Experience of improving end-to-end operational processes in technologically complex environments	E	I
Decision Making		
Natural ability to strategise and retain effective judgment in a fast-paced environment	E	I
Ability to support the executive leadership team with long term strategic decisions	E	A
Planning and Organising		
Develops and implements long term strategic plans that are aligned to the Turing strategy, action and implement new policies	E	I
Ability to anticipate and manage changes in demand or factors that may impact on success, developing contingency plans as required.	E	A
Initiative and Problem Solving		
Exceptional analytical and problem-solving abilities, with a keen eye for detail.	E	I
Team Development		
Manages the relationship between diverse teams at a strategic level	E	I
Significant experience in managing diverse teams and staff performance, can engage in candid and challenging conversations	E	A,I
Other Requirements		
Commitment to EDI principles and to the Organisation values	E	I
Experience of supporting organisations through significant transformation	E	I
Interest in and experience of commercialisation of science and innovation	E	I

OUR VALUES

The Alan Turing Institute is committed to equality diversity and inclusion and to eliminating discrimination. All employees are expected to embrace, follow and promote our EDI Principles and Our Values.

Our values

Trust
We create an environment where we have trust and can be trusted

Inclusivity
We expect our Turing community to contribute to a culture that is inclusive and free of barriers

Respect
We all have different roles, priorities and challenges but our shared purpose is the same

Leadership
Leadership is everyone's business; Turing leaders set the right tone and lead by example

Transparency
Everyone should understand the how and the why of our decisions and actions

Integrity
We are all ambassadors for the Turing's mission of changing the world for the better

APPLICATION PROCEDURE

If you are interested in this opportunity, please click the apply button below. You will need to register on the applicant portal and complete the application form including your CV and covering letter. If you have questions about the role or would like to apply using a different format, please contact us on 020 3970 2148 or 0203 862 3340, or email recruitment@turing.ac.uk.

CLOSING DATE FOR APPLICATIONS: 30 June 2024 at 23:59 (London, UK BST)
We reserve the right to close this vacancy early or to interview suitable candidates before the closing date if enough applications are received.

TERMS AND CONDITIONS

This full-time post is offered on a permanent basis. The annual salary starting from £120,000 plus excellent benefits, including flexible working and family friendly policies, https://www.turing.ac.uk/work-turing/why-work-turing/employee-benefits

EQUALITY, DIVERSITY AND INCLUSION

The Alan Turing Institute is committed to creating an environment where diversity is valued and everyone is treated fairly. In accordance with the Equality Act, we welcome applications from anyone who meets the specific criteria of the post regardless of age, disability, ethnicity, gender reassignment, marital or civil partnership status, pregnancy and maternity, religion or belief, sex and sexual orientation.

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.

We are committed to making sure our recruitment process is accessible and inclusive. This includes making reasonable adjustments for candidates who have a disability or long-term condition. Please contact us at adjustments@turing.ac.uk to find out how we can assist you.

Please note all offers of employment are subject to obtaining and retaining the right to work in the UK and satisfactory pre-employment security screening which includes a DBS Check.

Full details on the pre-employment screening process can be requested from HR@turing.ac.uk***.***