

# The Alan Turing Institute

## **ETHICS FELLOW**

### **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, civil society, and government are in dialogue about 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 goals are to undertake world-class research, apply its research to real-world problems, driving economic impact and societal good, lead the training of a new generation of scientists, and shape the public conversation around the responsible and prosocial use of data and algorithms.

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 as well as a business team.

### **PUBLIC POLICY PROGRAMME**

The Public Policy research programme works alongside policy makers to explore how data-driven public service provision and policy innovation might help to solve long running societal problems. We also work hand-in-hand with public sector organisations and citizens to develop practice-based ethical standards for the responsible development and use of data science and AI. Our dynamic group has co-produced—with the Office for AI and the Government Digital Service—the UK Government's official public sector guide for designing and implementing ethical and safe AI. We have also co-authored—with the Information Commissioner's Office—the first guidance ever released by a UK regulator on explaining AI-assisted decisions.

In addition to our work with government and regulators, we carry out interdisciplinary academic research in the area of AI ethics and governance, data justice, as well as AI and society. Our research projects rely entirely on public funding. They include a review of the ethics of machine learning (ML) in children's social care; an exploration of the relationship of notions of AI, human agency, privacy and trust in intercultural and global contexts; an investigation into how to build grassroots data rights charters through deliberative democracy; an examination of the role of responsible data management in criminal justice applications of AI; and an analysis of the interpretability needs of AI systems in the financial services sector.

### **THE ROLE**

The Public Policy programme is looking to recruit an Ethics Fellow to help us advance our innovative and high-profile research. As an Ethics Fellow, you report to the Director of Ethics and Responsible Innovation Research, and work closely with the leadership of the Public Policy programme to (1) support the programme's important role as an advisor to public sector organisations on the responsible design and deployment of AI systems; (2) engage in original and cutting-edge academic research, which marshals an interdisciplinary vision to interrogate the social, political, economic, environmental, legal, and ethical impacts of AI and ML technologies; and (3) take a proactive role in advancing our commitment to inclusive participation in AI governance and regulation through public engagement at all levels of civil society, both nationally and internationally.

Among the ongoing Ethics Theme projects in which the Ethics Fellow may be actively involved are:

- Developing innovative curricular material and delivery methods for our national Turing Commons training platform;
- Producing an algorithmic impact assessment and assurance framework with a concentration on international human rights as well as an accompanying user's guide;

# The Alan Turing Institute

- Advancing global and intercultural perspectives on data justice through collaborative research and public engagement;
- Supporting the development of a global AI policy and governance network that brings together civil society organisations, policymakers, developers, and impacted communities to explore some of the most pressing AI and technology policy issues facing the society of tomorrow.

## DUTIES & RESPONSIBILITIES

The core responsibilities of Ethics Fellow are as follows:

- Support the Director of Ethics and Responsible Innovation Research in achieving the goals of the Public Policy programme and in advancing a forward-looking research agenda in the fields of digital ethics and AI and society.
- Carrying out original and high-quality interdisciplinary research by contributing to existing funded projects and by pursuing your own research passions and interests in the fields of digital ethics or AI and society.
- Assisting the Public Policy programme in its public sector advisory capacity by forming strong relationships with government partners and by initiating values-based conversations on policy direction and innovation.
- Developing and leading on the Ethics Theme's public engagement work with a focus on ensuring that the voices of those individuals and communities most impacted by AI and ML innovations are heard.
- Participate in knowledge exchange activities as appropriate.
- Representing the Turing at external conferences and events.
- Working with the Institute's Communications team to ensure that the Turing's ethics research is effectively promoted in the mainstream media.
- Working in close coordination with other members of the Public Policy programme to maximise the programme's influence on ongoing policy debates.
- Building relationships with external organisations concerned with digital rights and freedoms to support the Ethics Team's commitment to social and data justice.

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

<b>PERSON SPECIFICATION</b>		
<b>Skills and Requirements</b>	<b>Essential (E) Desirable (D)</b>	<b>Tested at application (a) Tested at interview (i)</b>
Post holders will be expected to demonstrate the following:		
<b>Education/Qualification</b>		
A PhD or equivalent experience in a discipline that provides suitable theoretical tools for understanding the ethical issues raised by data science, ML, AI, and other digital technologies, as well as their social implications. This degree may either be in a discipline of the humanities and social sciences or in an academic field directly related to the technical aspects of digital innovation such as computer science, HCI, robotics, or statistics;	E	A
<b>Knowledge and Experience</b>		
Experience in applied ethics research and/or technology policy, e.g., computing ethics, business ethics, biomedical ethics, environmental ethics, or the regulation of technology, within organisational contexts such as ethics committees, ethics review boards, governmental agencies, the third sector, academia, advocacy, or private industry;	E	A&I
A record of scientific publication, which may include journal articles, book chapters, and policy reports/white papers, that is suitable to career stage;	E	A&I
Experience in a policy environment, such as an international organisation, government agency, think tank, or learned society; or experience in a tech company or consultancy;	D	A&I
Experience in setting up research collaborations involving multiple stakeholders and in grant proposal writing;	D	A&I
Experience in understanding and communicating technical aspects of digital innovation such as the machine learning lifecycle, AI interpretability, cyber-physical systems, privacy-enhancing technologies, data supply chains, edge computing, cloud platforms, and other emerging digital technologies.	D	A&I
<b>Communication</b>		
Excellent communication skills in writing and speaking.	E	A&I
<b>Teamwork and Motivation</b>		
Interpersonal skills relevant to working as part of a multi-disciplinary team and communicating with stakeholders in academia, the public sector, and industry.	E	A&I
<b>Liaison and Networking</b>		
A proven ability to communicate research and advocate policy at multiple levels and to diverse audiences.	E	A&I
<b>Planning and Organising</b>		
Ability to work flexibly, prioritising tasks to meet deadlines and maintaining a high standard of accuracy and attention to detail.	E	A&I
Demonstrable organisational skills.	E	A&I
<b>Other Requirements</b>		
Strong interest in digital technologies, and in related ethical debates; strong knowledge of existing AI ethics and governance frameworks.	E	A&I
A demonstrated interest in the mission of the Alan Turing Institute, and in exploring the real-world impact of cutting-edge technology.	E	A&I
Commitment to Equality Diversity and Inclusion principles and to the Organisation values.	E	I

# The Alan Turing Institute

## 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 3862 3533 or 0203 862 3516, or email [recruitment@turing.ac.uk](mailto:recruitment@turing.ac.uk).

**CLOSING DATE FOR APPLICATIONS: Thursday, 30<sup>th</sup> March 2023 at 23:59**

## TERMS AND CONDITIONS

This is a full-time post on a permanent basis. The salary range offered for the role is £49,025 to £54,500 (dependent on skills and experience) 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](mailto: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](mailto:HR@turing.ac.uk).***