

The Alan Turing Institute

IMPACT LEAD

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 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 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 and a business team.

BACKGROUND

To support the future ambition and continued growth of the Institute we are seeking an experienced and highly motivated leader to build a function that will support all areas of impact, evaluation and knowledge exchange, and ultimately take responsibility for the development and delivery of the Institute's plans for evaluation and impact to support the Institute's next iteration of its Science and Innovation Strategy.

The Institute creates pathways to impact through three ambitious goals:

Advance world-class research and apply it to real-world problems: innovate and develop world-class research in data science and artificial intelligence that supports next generation theoretical developments and is applied to real-world problems, generating the creation of new businesses, services, and jobs.

Train the leaders of the future: train new generations of data science and AI leaders with the necessary breadth and depth of technical and ethical skills to match the UK's growing industrial and societal needs.

Lead the public conversation: through agenda-setting research, public engagement, and expert technical advice, drive new and innovative ideas which have a significant influence on industry, government, regulation, or societal views, or which have an impact on how data science and artificial intelligence research is undertaken.

These goals are realised through our [programmes](#) and [researchers](#) who collaborate across disciplines, our flagship training programmes such as [Data Study Groups](#), the [Enrichment Scheme](#), and the [Turing Internship Network](#), and our emerging role in the national skills agenda, and our [public engagement activities](#). Further information can be found in our [annual report](#).

ROLE PURPOSE

This is an exciting new role for someone with strong experience in impact in the context of research and other higher education activities, and in the development of impact strategy, frameworks, assessment mechanisms and improvement plans.

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The Impact Lead will build and lead a small team that will support all of the Institute's directorates in delivering the Institute's impact agenda by developing the policies, process, tools and systems to support reporting, evaluation, impact and knowledge exchange.

The Turing Institute is currently required to use ResearchFish to report outputs and outcomes from UKRI funded projects and Programmes of work (£48m over five years for the Living with Machines and AI for Government programmes).

The role will sit within the Programme Management directorate at the Institute, which currently supports delivery of all the Research Programmes at the Institute, and work closely with:

- The Institute's new Chief Scientist
- The Office of the Director
- Colleagues leading and supporting research activity across the Institute, including in the research [Programmes](#), PhD programmes/ [studentships](#), Academic Engagement, Partnerships Development
- Colleagues leading and supporting training the next generation, including Data Study Groups, the [Internships](#) network
- Research Application Managers, who identify potential users of research generated by and with the Institute
- Colleagues in the Communications and Marketing team, for identification and early planning of projects where impact case stories and collateral for showing impact to funders, partners, and the media can be developed
- University partners who may require information and support from the Institute when they are creating impact case studies for the REF for work funded by the Institute or undertaken collaboratively with the Institute (noting the Institute does not have to submit to the REF)

DUTIES AND AREAS OF RESPONSIBILITY

- Build, lead and manage a small but effective team to support reporting, evaluation, impact and knowledge exchange across the Institute
- Lead the development of the Institute's overall strategy, with regard to reporting, evaluation, impact and knowledge exchange.
- Lead a collaborative approach to create and deliver an Institute-wide impact planning and assessment framework that encompasses the breadths of the Institute's interests i.e. research programmes and / or funders, and support leads of programmes of activities at the Turing to tailor the framework to their areas.
- Develop processes for evaluation of research outputs and outcomes and evaluation of impact (including quantitative and qualitative measures) and help to adapt and apply these to other areas of the Institute, such as skills, as appropriate.
- Manage the development of business processes, tools and systems to support impact and knowledge exchange (including but not limited to tools to record, collate and analyse data on impact), supporting the procurement, implementation and further development of such systems as necessary (working with the Head of Business Change where required).
- Support Directors, as required, to analyse the impact performance against its goals in their area
- Work closely with the Office of the Director to lead the preparation of external Institute-wide reviews (including Scientific Advisory Board review; UKRI-reviews (QQR, QA and impact reporting (e.g. ResearchFish).
- Identify suitable activities creating impact or on routes to impact which can be referred to Communications and Marketing team for impact case study development, and ensuring a log of impact case studies is maintained.
- Responsible for drafting and updating policies, guidelines and procedures to support impact and knowledge exchange and ensuring these are promoted through appropriate channels, including induction, and adhered to.
- Provide advice for embedding impact into proposals for activities, including but not limited to for bids for funding for research projects, and advise on how to capture evidence of impact through activity lifecycles
- Maintain an active knowledge of and network within the research and impact policy and funding landscape, gathering domain intelligence and examples of good practice, and using this expertise and evidence base to influence policy and process at the Institute
- Work with the People team to design and deliver impact training to be rolled out to Turing business team, Turing employed researchers and scientific leadership.

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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.

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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		
Degree level of equivalent qualification and/or experience	E	A
Demonstrable interest in data science and artificial intelligence	D	A/I
Knowledge and Experience		
Significant experience working in a research or higher education setting in an impact function.	E	A
Significant experience of leading, designing and rolling out a reporting and impact framework to a new organisation	E	A/I
Ability to demonstrate initiative and flexibility to manage competing demands and pressures whilst remaining calm	E	A/I
Comprehensive knowledge and understanding of the current issues in Higher Education and Research Institutes, including the policy and funding environment as they relate to research and impact	E	A/I
Significant knowledge of different research impact frameworks used by research institutes, research charities and higher education (e.g. ResearchFish, REF etc.)	E	A/I
Experience of collating and analysing qualitative and quantitative data and information	E	A
Experience of working across people of all seniority levels across research and administrative teams; Experience of influencing and coordinating the activities of senior academics and managerial colleagues	E	A/I
Ability to work in uncertainty, and to map out risks/benefits of potential solutions to problems arising	E	A/I
Structured and proactive approach to work, comfortable multi-tasking and able to re-prioritise as required	E	A/I
Ability to renegotiate deadlines and deliverables appropriately and seeking advice as required to maintain stakeholder buy-in	E	A/I
Line management experience, matrix management experience	D	A/I
Communication		
Communication and advocacy skills, both verbal and written, with the ability to express ideas and concepts clearly and coherently to diverse audiences and to engage in public debate	E	A/I
Experience of drafting reports, briefing materials and presentations with a high standard of accuracy and attention to detail for a range of audiences at all levels	E	A/I
Able to verbally communicate complex and specialist information clearly and persuasively, presenting compelling arguments to influence and/or negotiate outcomes	E	A/I
Liaison and Networking		
Experience of stakeholder management, involving regular liaison with external bodies including funding bodies, industry, government and/or NGOs	E	A/I
Project Management & Project Delivery		
Adapts services and systems to meet stakeholders' needs and identifies ways of improving standards. Learns from complaints and takes action to resolve them	E	A/I

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Actively promotes and defines performance standards that support the achievement of organisational objectives, carrying out regular monitoring and review to ensure that standards are being met.	E	A/I
Is aware of and deals with internal and external factors that may impact on service levels and ensuring adequate resources are in place to support team managers in providing a quality service.	E	A/I
Decision-Making Processes and Outcomes		
Ability to confidently make low-risk decisions after assessing the wider impact	E	A/I
Able to lead and/or contribute as part of a group/committee to make decisions affecting several teams or work areas	E	A/I
Team Development		
Ability to demonstrate a history of leading and managing a team, undertaking regular staff performance reviews and appraisals, setting clear objectives	E	A/I
Routinely produces and provides expert support and training. Undertakes coaching/mentoring activities providing advice, guidance and feedback to help team members work more effectively.	E	A/I
Plans and generates training and development opportunities to meet team members' current and future learning needs, evaluating outcomes and putting learning into practice	E	A/I
Other Requirements		
Commitment to EDI principles and to the Organisation values	E	I

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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.

TERMS AND CONDITIONS

This full time post is offered on a fixed term basis for two years. The annual salary is £56,800 - £58,500 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.

Reasonable adjustments to the interview process will be made for any candidates with a disability.

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.