

The Alan Turing Institute

Community Manager, Turing-Roche Strategic Partnership

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

The Health and Medical Sciences Programme at Turing delivers research into the theory and methods of AI, statistics, and data analytics underpinning medical and health applications that will enable scientists to do better science, without compromising respect for privacy and patient trust.

Hoffman La-Roche (Roche) as a company have been committed to improving lives since it was founded in 1896 in Basel, Switzerland. Today, Roche creates innovative medicines and diagnostic tests that help millions of patients globally and was one of the first companies to bring targeted treatments to patients.

The Alan Turing Institute and Roche have recently launched a new programme which will establish a world-leading industry and academic partnership in advanced analytics focused on enabling the transformative benefits of personalized healthcare to become a reality for patients around the world. Roche will be investing £1M per year for 5 years to initiate the partnership.

This strategic partnership will cover multiple activities, with the "North Star" of developing new data science methods to investigate large, complex, clinical and healthcare datasets to better understand how and why patients respond differently to treatment, and how treatment can be improved. Understanding such "treatment heterogeneity" is a problem at the forefront of modern medicine and is an essential first step toward the ambitious goal of developing a personalised healthcare.

We are recruiting a **Community Manager** who will help to shape the partnership activities by engaging with the relevant Turing and Roche communities. Further details of the partnership can be seen here : [The Alan Turing Institute – Roche strategic partnership | The Alan Turing Institute.](#)

ROLE PURPOSE

The Turing-Roche Community Manager will create, nurture and protect the conditions required for successful technical communication across the diverse and distributed Turing and Roche data science communities. We anticipate that the postholder will need to embody core values of stewardship, compassion, and collaboration, in addition to their commitment to equity and inclusion as described in the Turing's "Rules of the Game" (see below).

The Alan Turing Institute

The purpose of the Community Manager is to develop strong connections between the Turing and Roche research communities working in the field of treatment heterogeneity. They will be responsible for identifying and mapping expertise, projects and datasets within both organisations, identifying the most important and exciting opportunities for collaboration and helping to shape the research direction of the partnership. As a steward of their community, the Community Manager will see how individual pieces fit together as a whole. They will also work with external communities - both national and international - to survey the broader research landscape in this area and condense key areas of research for the partnership to focus on. The postholder will possess the communication, motivation and collaboration skills required to bring the various communities together in this exciting endeavour to define deliverable projects from the many options that are available.

The ideal candidate for the Turing-Roche Partnership Community Manager will treat all members of these overlapping communities with compassion. They will support people to share and promote the skills that they already have, understand the experiences of people from a range of diverse backgrounds, and identify what they need to effectively work together. They will identify areas of implicit knowledge and expertise within the Roche and Turing communities and make this information explicit. The Community Manager will have a central role in the partnership by laying the groundwork for inclusive co-creation to improve patient outcomes from the start of our work together.

The Community Manager will collaborate with experts in the Turing community and beyond. They will be an active contributor to The Turing Way, acting as a bi-directional conduit to implement best practices for reproducible, ethical, inclusive and collaborative data science. [The Turing Way](#) is an open source community-driven guide to reproducible, ethical, inclusive and collaborative data science. The project goal is to provide all the information that data scientists in academia, industry, government and the third sector need at the start of their projects to ensure that they are easy to reproduce and reuse at the end. We do not expect the applicants to already have all the skills within the scope of The Turing Way project. Rather that they will develop new expertise and grow in the role. They will also participate in the Tools, Practices and Systems community, particularly in the development of responsible research and innovation practices.

The successful candidate will form part of the Turing's Health and Medical Sciences programme team, led by Director Professor Chris Holmes and Deputy Director Professor Ben MacArthur and supported by the Business Team for the programme. They will work closely with a wide range of colleagues from across the Turing and Roche. Dr Kirstie Whitaker will be their line manager, with day to day support from Dr Malvika Sharan, co-lead of The Turing Way project.

DUTIES AND AREAS OF RESPONSIBILITY

- Map expertise, projects and datasets within Roche, Turing and the broader Health Data Science community. Embed our ethical values in research processes and outputs by promoting equitable and inclusive co-creation of Turing-Roche Partnership projects. Facilitate diverse and collaborative conversations to identify and prioritise important and exciting opportunities. Work with all members of the leadership team to shape the research direction of the partnership.
- Foster communities of researchers across the Roche-Turing Partnership, finding both synergies between ongoing projects and emergent opportunities that can only be delivered by the Partnership together.
- Catalyse connections and collaboration between researchers working in the global Roche and national Turing communities. This could come in the form of synchronous regular meetings but – for time zone reasons – it is likely that these discussions will have to occur asynchronously, for example, through active engagement on distributed communication channels such as Slack and the maintenance of public and private GitHub repositories.
- Be an active community member of The Turing Way project. This may include identifying gaps in the current material, writing new content, reviewing existing chapters, giving presentations about the project to new audiences, welcoming members of your own project communities to join The Turing Way, and contributing to the design of governance and decision making processes. Our vision is to build an interconnected web of open source communities in applied data science. We expect all community managers to attend regular co-working sessions and participate in discussions on research best practices across a project lifecycle.
- Foster a community of postdoctoral researchers. Implement practices - as defined in The Turing Way, and beyond - to ensure these team members demonstrate the highest standards of reproducible, ethical, inclusive and collaborative data science in their work. Some - but not all - of these practices include:

The Alan Turing Institute

- Onboard and welcome new community members. This will likely include running 1:1 inductions and continuously updating documentation to ensure that resources remain easy to find for new starters and existing team members alike.
 - Design, organise and facilitate innovative, inclusive events - remote and in person - for a broad range of community members and collaborators. These can range from small group focused meetings, through team 'coffee chats' to build community, informal mentorship and training, to collaborative contribution events such as hackathons, documentation sprints, or design scoping workshops.
 - Review code, analysis, visualisation and infrastructure process documentation. Support community members to participate in collaborative review using pull requests (GitHub) or merge requests (GitLab). This will likely require proactive 'just in time' trainings in using version control using git, and project management in public or private GitHub repositories, as appropriate.
 - Promote the sustainable use of research outputs by facilitating high-quality analysis, modelling and reporting documentation, and training materials, in collaboration with researchers, developers and domain experts.
 - Curate and finalise regular newsletter updates to capture impact stories, showcase community member contributions, and share progress for both internal and external audiences.
- Communicate technical topics to colleagues and external partners by preparing and presenting reports, blog posts, organising and delivering presentations, and taking an active role in meetings and discussions. Communications may be synchronous or asynchronous, remote or in person, and must be prepared at the appropriate granularity of detail for the audience.
 - Publish - as a lead or co-author - peer-reviewed research articles, open source training curricula, and/or perspective, opinion and commentary articles, as appropriate. This responsibility will be defined to be aligned with the successful candidate's personal career goals, through collaborative discussion when they are in post.

We note that job descriptions cannot be exhaustive, and the postholder may be required to undertake other duties, in response to business requirements and as part of a fast evolving organisation. Additional tasks will be broadly in line with the above key responsibilities, and all changes will be collaboratively defined as part of regular performance review opportunities. 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		
	Essential (E)	Tested at application(A)
Skills and Requirements	Desirable (D)	Tested at interview (I)
Post holders will be expected to demonstrate the following		
Education/Qualification		
PhD or equivalent level of professional qualifications and/or experience in data science (broadly defined to include mathematics, statistics, computer science pure or applied) or related quantitative discipline	E	A
Bachelor's degree or a Master's Degree in a discipline which provides a good basis for understanding statistics, data science and programming.	E	A
Knowledge and Experience		
Experience in: <ul style="list-style-type: none"> Basic coding skills in any programming language. Git for version control and Github or GitLab for project management. An understanding of the importance of good practices for producing reliable software and reproducible analyses (e.g. version control, issue tracking, automated testing, package management, literate analysis tools such as Jupyter and Rmarkdown). Experience managing, structuring and analysing research data. 	E	A/I
Experience in: <ul style="list-style-type: none"> Open research, open source software, participatory and community-led co-creation or team science. Contributing to, maintaining and/or leading open source research software projects. 	D	A/I
Knowledge of, or interest in learning about: <ul style="list-style-type: none"> Facilitating research using sensitive health data, or other sensitive data, including an understanding of information governance requirements. Working at the interface of study design, clinical practice, and real world translation from "digital bench to bedside". 	D	A/I
Track record of: <ul style="list-style-type: none"> Building and maintaining communities of technical practitioners (in any data science domain), both online and offline. Organising and delivering participatory collaborative events for skill building, knowledge exchange, training workshops and conferences for a diverse group of participants. 	E	A/I
Communication		
Outstanding communication skills, both oral and written.	E	A/I
Teamwork and Motivation		
Works as a proactive and collaborative member of the community team. Proactively looks for issues or problems and escalates accordingly.	E	A/I

The Alan Turing Institute

Liaison and Networking		
Networks with others with shared interests, collaborating on projects and strengthening future relations. Actively networks both internally and externally to promote the work and image of the partnership	E	A/I
Project Delivery and Project Management		
Promptly deals with requests related to process improvement and supports the Community with aspects of project management.	E	A/I
Decision Making		
Ability to guide others by presenting options and choices to inform their decision making	D	A/I
Planning and Organising		
Suggests ways of improving working practice and use of resources. Creates realistic plans to effectively manage own workload, prioritising work to meet personal and team objectives.	E	I
Initiative and Problem Solving		
Considers possible solutions to identify those which offer wider benefits. Obtains evidence to support thinking.	D	I
Analysis and Research		
Gathers data rigorously and conducts robust analysis, questioning assumptions and existing knowledge. Reports findings to the wider community and is able to withstand challenge by relying on evidence gathered and processes used for analysis.	E	I
Other Requirements		
Commitment to meeting deadlines	E	A/I
Commitment to EDI principles and to the Organisation values	E	I

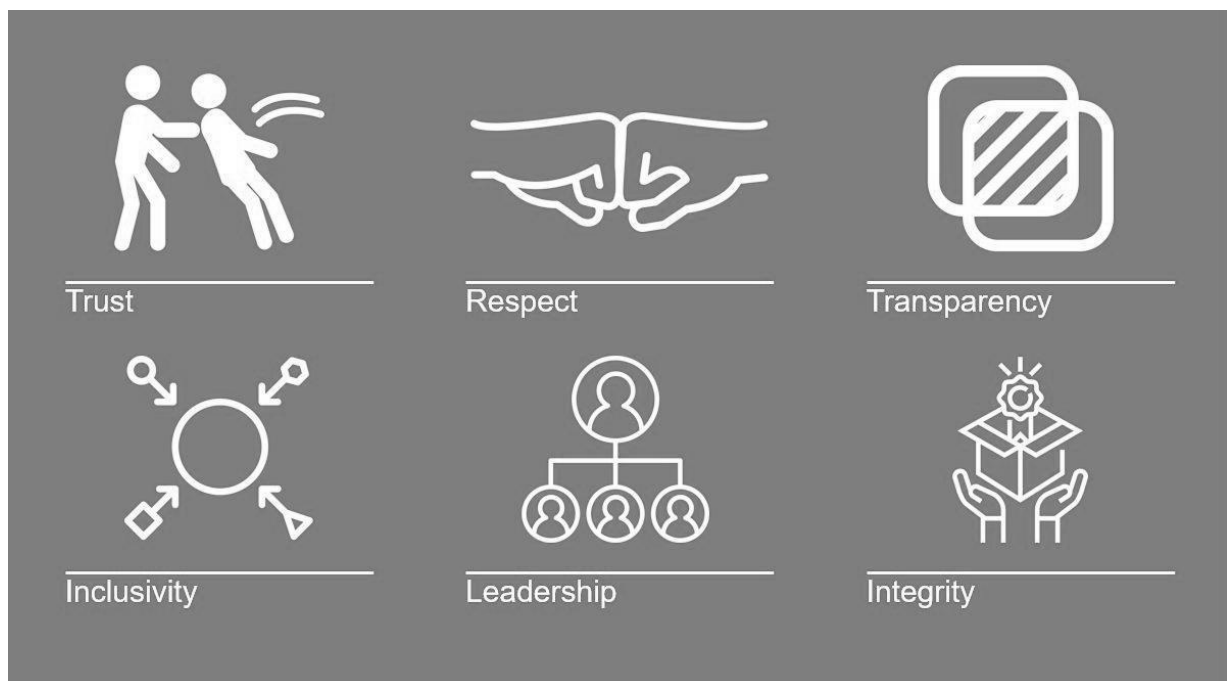
Please note that job descriptions cannot be exhaustive, and the post-holder may be required to undertake other duties, which are broadly in line with the above key responsibilities. This job description is written at a specific time and is subject to changes as the demands of the Institute and the role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

The Alan Turing Institute

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 [Rules of the Game](#)

These are principles which are strongly shared by our partner Roche : [Roche - Diversity & Inclusion](#)



Respect – We treat everyone with respect, dignity and kindness and acknowledge the experiences, skills and contributions of others.

Trust - We communicate openly and honestly to support an environment where we have trust in each other.

Transparency – We seek to ensure that everyone understands the how and the why of our decisions and actions. We take on board to feedback when those decisions are challenged.

Inclusivity – We are committed to continuously learning how to be more inclusive by listening to those facing barriers.

Leadership – We recognise creating an inclusive, diverse and equitable institute requires leadership from all. We stand up and speak out when change is needed.

Integrity – We recognise that how we work is as important as our outputs and seek to exemplify best practice in all our decisions.

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 them on 020 3862 3575 or 0203 862 3340, or email recruitment@turing.ac.uk.

CLOSING DATE FOR APPLICATIONS: 29 July 2021 at 23.59

TERMS AND CONDITIONS

This full time post is offered on a fixed term basis for an initial 3 years. The annual salary is £37,000 - £42,000 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.

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.