

The Alan Turing Institute

Policy Fellow, AI Governance (Standards and Regulation)

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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

THE PUBLIC POLICY PROGRAMME'S AI GOVERNANCE AND REGULATORY INNOVATION TEAM

The Public Policy Programme works alongside policy makers in pursuit of the Institute's mission – to make great leaps in data science and artificial intelligence research in order to change the world for the better – by developing research, tools, and techniques that have a positive impact on society. Within this aim, the programme tackles questions of how to develop and deploy AI for better governance and policymaking, and how to advance regulatory frameworks and governance mechanisms for the ethical development and deployment of AI.

Situated within the Public Policy Programme, the AI Governance and Regulatory Innovation team conducts research, provides advice, and works with policymakers and other stakeholders to address governance challenges and opportunities presented by AI. The team's portfolio of work covers a diverse range of areas, including questions of AI governance that stretch across regulatory and non-regulatory mechanisms and across different governance domains (horizontal/sector-specific, national/international) and questions about the use of AI for regulatory purposes. Our research informs AI policymaking processes in the UK and internationally, and we act as a trusted advisor and a collaborator with government departments, regulatory bodies, and intergovernmental organisations.

The team's portfolio includes leading the Turing's work on the AI Standards Hub, a high-profile government-funded initiative delivered in partnership with the British Standards Institution and the National Physical Laboratory, dedicated to the role of international standards as AI governance tools and innovation enablers. Through a combination knowledge sharing, community and capacity building, and research, the AI Standards Hub seeks to provide thought leadership, enable new forms of international collaboration, and empower stakeholders to become actively involved in the AI standardisation landscape. (For more information on the Hub's mission, see www.aistandardshub.org).

ROLE PURPOSE

We are recruiting a Policy Fellow to join the AI Governance and Regulatory Innovation team. The successful candidate will report to the Head of AI Governance and Regulatory Innovation and will play a leading role in delivering the team's strategy for research, stakeholder engagement, and capacity-building in the areas of AI standards and AI regulation. The post holder

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will join the team during an exciting time, with the opportunity to shape new workstreams while contributing to the development of the AI Standards Hub and other existing projects.

The successful candidate will join a team with a track record of producing high-impact public-facing work and acting as a source of strategic advice to stakeholders in the UK and abroad. Their work will involve building and maintaining strong working relationships with regulators, collaborating in prominent industry networks, and contributing to a strategy that combines UK-focused and internationally oriented activities.

The post holder's work will address the governance of AI and autonomous systems in a range of possible domains, depending on project needs and candidate background. This includes possible work dedicated to vertical domains such as maritime industry, transport, agriculture, construction, or creative industries, among others.

DUTIES AND AREAS OF RESPONSIBILITY

The core responsibilities of this role are as follows:

- Generating research and thought leadership on standards and regulation for AI that encompasses technical as well as non-technical considerations and addresses questions in areas such as reliability and safety, security, transparency, fairness, accountability, interoperability, and wider societal implications.
 - Specific research aims are project dependent and may include analysing AI use cases, their associated challenges and risks, identifying and assessing the adequacy of existing standards and regulatory frameworks in the UK and internationally, and developing recommendations for addressing gaps and needs for new standards and regulatory measures.
- Leading engagement, community building, and knowledge production & exchange activities with diverse stakeholders (including industry, regulators, academia, and civil society) in the UK and internationally through workshops, roundtables, webinars, and other relevant formats.
- Developing resources, tools, and training materials to equip stakeholders with knowledge on best practice, standards, regulatory strategies, and the wider AI governance landscape.
- Contributing to strategy development across existing and future workstreams, including identification of synergies with other work being pursued within and outside the Turing.
- Building and managing strategic and collaborative relationships across different communities, including academic partners, policymakers, regulators, and developers and users of AI in the private sector.
- Identifying and pursuing strategies for amplifying the reach and impact of work among national and international audiences.
- Overseeing the work of other team members.

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	Essential (E) Desirable (D)	Tested at application (a) Tested at interview (i)
Post holders will be expected to demonstrate the following:		
Education/Qualification		
A PhD or an equivalent level of professional experience that provides suitable foundations for understanding technical as well as governance- and management-related aspects concerning the design, development, and use of AI technologies (including ethical and regulatory considerations). This may be a degree in the social sciences, law, fields concerned with technical aspects of AI and digital innovation (such as computer science), or other relevant disciplines.	E	A
Knowledge and Experience		
An excellent understanding of technical as well as governance- and management-related aspects concerning the design, development, and use of AI technologies.	E	A, I
A strong understanding of the current literature on regulatory and ethical considerations related to AI.	E	A, I
A general understanding of and strong interest in existing and emerging legal and regulatory frameworks and requirements with relevance to AI technologies at the national and international level.	E	A, I
A general understanding of and strong interest in the role of international standards as a technology governance tool.	E	A, I
A record of scientific publication, which may include journal articles, book chapters, and policy reports/white papers, according to career stage.	E	A
Knowledge of the international landscape of relevant standards development organisations and experience in developing or using standards.	D	A, I
Experience in a relevant non-academic environment, such as a regulatory agency, standards development organisation, think tank, multi-stakeholder initiative, or technology company.	D	A
Experience in the field of autonomous systems or domain-specific experience in the maritime, transport, agriculture, construction, or creative industry sector.	D	A
Experience in setting up research collaborations involving multiple stakeholders and in grant proposal writing.	D	A, I
Communication		
Excellent communication, negotiation and influencing skills at all levels.	E	A, I
Excellent verbal and written skills and proven ability to communicate complex, specialist, or conceptual information/research findings clearly and persuasively to diverse audiences.	E	A, I
Service Delivery		
Adapts services and systems to meet customers' needs and identifies ways of improving standards.	E	I

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Collates feedback and views from customers and keeps up to date with market trends to inform service development and make changes. Actively promotes services.	E	I
Analysis and Research		
Proven ability to conduct research independently to advance research agenda and to identify new research problems, solve them originally and to produce published research papers.	E	A, I
Recognises and accurately interprets patterns and trends. Understands when additional data is required and identifies appropriate sources.	E	I
Teamwork and Motivation		
Ability to collaborate successfully in a multidisciplinary environment across different levels of seniority and range of disciplines.	E	I
Assesses and ensures appropriate resources and support are available to enable their team and individual members to achieve both team and individual objectives.	E	I
Team Development		
Interest in and willingness to support the development of other team members	E	I
Provides support and training in relation to specific tasks, including guidance and feedback to help team members work more effectively, and where required staff performance reviews and appraisals.	E	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 via email recruitment@turing.ac.uk.

CLOSING DATE FOR APPLICATIONS: SUNDAY JUNE 30 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 fixed-term basis for two years. The annual salary is £55,184 - £56,779 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 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.