The Alan Turing Institute

Research Assistant in Data Justice and Global Ethical Futures

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 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 as well as AI and society. Our research projects rely entirely on public funding, and 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.

ROLE PURPOSE

The Public Policy Programme is looking to recruit several Research Assistants in Global Ethics Futures to provide crucial support for our ongoing research projects within the Ethics Theme. These two-year positions will involve assisting the Ethics Theme in research and writing tasks, being directly involved in existing research, and helping to extend this research by facilitating the Turing's engagement with external partners. Successful candidates will each focus primarily on one of the three ongoing projects detailed below; however, it is expected that they will collaborate with the team and when necessary, work across projects.

The three ongoing projects within the Ethics Theme are:
- Producing an algorithmic impact assessment and assurance framework with a concentration on international human rights as well as an accompanying user's guide;
- Researching and analysing the context of children's rights as they relate to AI through a series of engagements, supplemented with desk-based research.
- Advancing global and intercultural perspectives on data justice through the production of an extensive literature review and three preliminary guides aimed at policymakers, developers, and citizens.

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The successful candidates will report to the Ethics Theme Lead. The post holders will work closely with academics and policymakers in an interdisciplinary, dynamic, and collaborative environment.

DUTIES AND AREAS OF RESPONSIBILITY

The core responsibilities of the Research Assistant are as follows:

- Assist the Public Policy Programme's Ethics Theme and postdoctoral research associate in the development and delivery of research outputs. This work may include both desk and field research duties with a view to creating actionable policies, best practices, and other recommendations.
- Help the Public Policy programme organise workshops, events, and public engagement exercises.
- Participate in internal seminars of relevant research interest groups, as well as external meetings with representatives of government agencies, third sector organisations, and the media.

OTHER DUTIES

- Teaching may be required as part of collaboration work

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.

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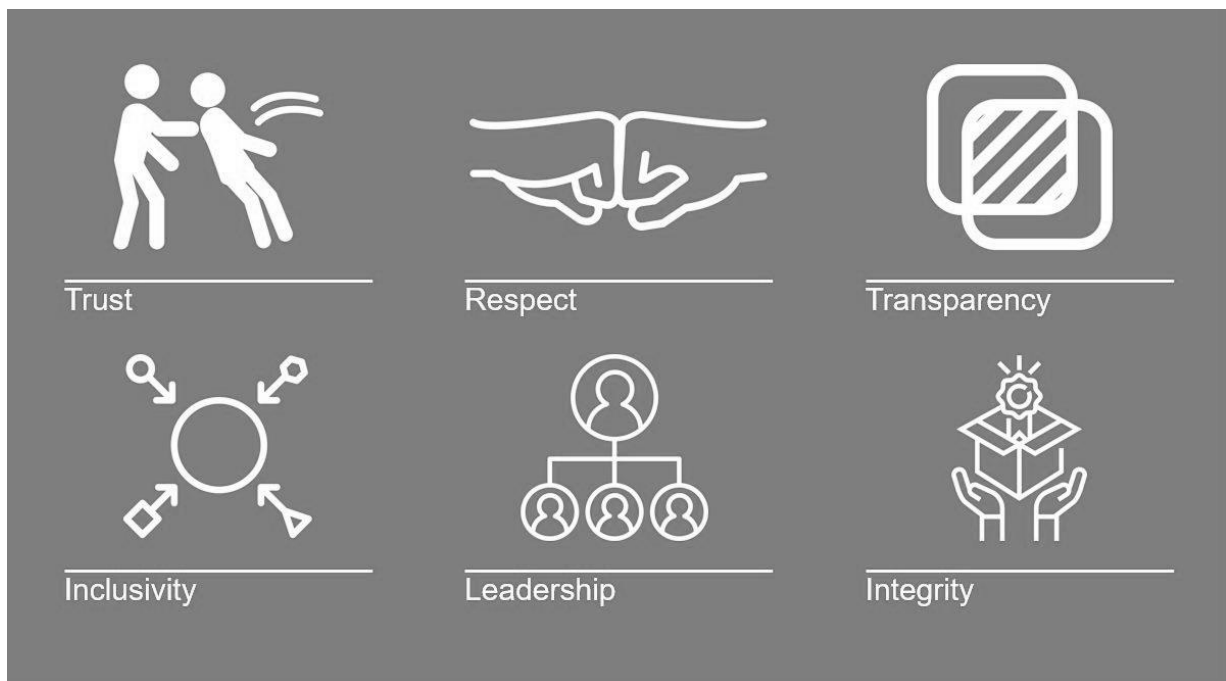| PERSON SPECIFICATION		
Skills and Requirements Post holders will be expected to demonstrate the following	**Essential (E)** **Desirable (D)**	**Tested at application(a)** **Tested at interview (i)**
Education/Qualification		
A Master's degree awarded in a discipline with a specialism that provides suitable theoretical tools for understanding the ethical issues raised by data science, AI, and related digital technologies, and their social implications. Equivalent professional experience will also be considered.	E	A
Knowledge and Experience		
Experience in applied ethics research, e.g. computing ethics, business ethics, medical ethics, environmental ethics, and within organisational settings such as ethics committees, ethics review boards, governmental agencies, the third sector, or private organisations.	D	A I
Project management experience.	D	A I
A developing record of scientific publication (appropriate to stage of career development), which may include journal articles, book chapters, and policy reports/white papers.	D	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 conducting interviews and/or facilitating workshops with a preference for those who previously worked on engagement from a participatory design perspective.	D	A I
Experience working on topics having to do with children and/or have participated in or been directly involved in the planning of research engagements with children.	D	A I
Familiarity with topics related to data justice, examples include data feminism, data colonialism, indigenous data sovereignty, and environmental and climate justice, amongst others. Familiarity with human rights frameworks and algorithmic impact assessments.	D	A I
Communication		
Good effective communication (oral and written) and the ability to adapt the style of communication to the audience and ensures understanding.	E	A I
Teamwork and Motivation		

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**
Liaison and Networking		
An ability to disseminate research findings and engage with external stakeholders via blogs and social media.	**D**	**A I**
Planning and Organising		
Ability to work flexibly, prioritising tasks to meet deadlines and maintaining a high standard of accuracy and attention to detail.	**E**	**A I**
Ability to demonstrate good organisational skills.	**E**	**A I**
Analysis and Research		
Experience supporting research including desk-based literature review, content analysis and summary, and compiling and formatting bibliographic material.	**E**	**A I**
Other Requirements		
Commitment to meeting deadlines	**E**	**I**
Flexible attitude towards work	**E**	**I**
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**

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

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; covering letter that outlines how you meet the job specifications; sample piece of writing (an academic paper, journal article, blog post, conference proceeding, or equivalent).
If you have questions about the role or would like to apply using a different format, please contact them on 0203 862 3357 or 0203 862 3340, or email recruitment@turing.ac.uk.

TERMS AND CONDITIONS

This is a full-time post on a 2-year fixed term contract length. The salary range offered for the role is £34,500 plus excellent benefits, including flexible working and family friendly policies,
https://www.turing.ac.uk/work-turing/why-work-turing/employee-benefits

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:

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, gender reassignment, marital and civil partnership status, pregnancy, religion or belief or sexual orientation.

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

Please note all offers of employment are subject to continuous eligibility 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***.***