

JOB DESCRIPTION			
Job title	Senior Researcher, Justice and Equalities	Department	Ada Lovelace Institute
Job holder	Vacant	Reports to	Associate Director
Job type	Permanent	Date created/amended	December 2020
Job aim	To execute Ada’s research strategy on justice and equalities, develop and manage research projects, produce outputs and engage with relevant stakeholders to ensure the impact of Ada’s work.		
Key responsibilities: Including but not limited to			
1. Strategic development and research management			
	<ul style="list-style-type: none">▪ Work with the Ada Senior Leadership team to develop, define and refine Ada’s research and public engagement strategy for the Justice and Equalities research area▪ Conduct research, analyse data, and produce policy outputs▪ Oversee the work of junior researchers, external collaborators, and consultants▪ Identify and manage partnerships with civil society organisations, academic bodies, government agencies, and industry		
2. Building thematic and domain expertise			
	<ul style="list-style-type: none">▪ Lead Ada’s work on justice and equalities research area. While its focus is subject to change at the Senior Researcher’s discretion, possible areas of inquiry include:<ol style="list-style-type: none">1. Understanding how data and AI interact with health and social inequalities determined by a range of factors that include but are not limited to, gender identity, sexual orientation, disability, race and ethnicity and socio-economic circumstance2. Identifying mechanisms for preventing the inequitable and discriminatory impact of data driven technologies in domains such as health, education, criminal justice, etc, particularly on underrepresented people and groups.3. Identifying the positive and negative impacts of data-driven technologies on health and social inequalities, and articulating the conditions in which data driven technologies can help address inequalities.▪ Stay abreast of development across debates that span across equalities, technology, justice, and ethics; identify strategic moments of intervention, and develop partnerships		
3. Communications			
	<ul style="list-style-type: none">▪ Draft and edit papers, reports, blogs and other resources		

	<ul style="list-style-type: none"> Work with the comms and content team to define communications strategy and see outputs through from inception to publication Exercise thought leadership and speak publicly on behalf of Ada
4. Strategic engagement and networking	
	<ul style="list-style-type: none"> Conceptualise, facilitate and attend meetings, workshops and events with a view to raising the profile of Ada's research and achieving strategic impact Identify and develop strategic working relationships with organisations and individuals relevant to the work of the Institute Organise and effectively deliver a range of engagement activities
5. Resource and people management	
	<ul style="list-style-type: none"> Project manage other members of the team working across assigned substantive domains, including members of the Senior Leadership Team and Researchers working on projects falling within the Senior Researcher's remit Line management of up to two Researchers In collaboration with the Senior Leadership Team, shepherd and execute funding and partnership agreements with external partners

Person specification	Essential (E) or Desirable (D)
Role Related Skills and Experience	
Experience of research and excellent drafting skills (whether through experience or academic training)	E
Experience working on issues of equalities, technology, race, justice, and society	E
Excellent editorial, synthesis and analysis skills	E
Experience working in an academia, policy or industry environment, such as charitable or civil society organisations, international non governmental organisations (NGOs), government agencies, think tanks or learned societies; or experience in tech companies or consultancies	D
Experience of writing on complex topics for a general audience	D
Experience of methodological and theoretical foundations and experience doing fieldwork, research or data collection at the intersection of technology and society	D
A relevant degree in or a closely related qualification	D
Leadership and People Management	
Ability to work with a diverse range of stakeholders	E

Excellent project management and resourcing skills	E
Ability to produce and execute an ambitious but achievable research agenda with high impact	E
Capacity to manage people efficiently and with care	E
Experience in setting up research collaborations involving multiple stakeholders	D
Experience with research planning and coordination, working with committees or working groups	D
Personal Qualities	
A willingness to continually learn and immerse oneself in the issues raised by the use of data and AI	E
A keen and demonstrable interest in issues of social and racial justice; AI and data ethics; responsible research and innovation; and wider tech policy issues	E
A commitment to equity, diversity and inclusion; a commitment to social and racial justice	E
Flexible and creative, able to think outside the box	E
A collaborative approach to research and thinking, and a good team player	E
A supportive people manager and teammate	E
Demonstrates the ability to communicate complex research topics clearly to a variety of different audiences	E

A day in the life of a Senior Researcher

You will start your day whenever you like – most of the team are online by 10am, but some prefer to start early and finish early. We do not believe in strict adherence to working hours and prioritise productivity over clock-watching. We generally start the day by checking in on Microsoft Teams and letting our colleagues know what the day ahead holds.

Every day will be different, and you will probably spend about half of your day in meetings or on calls – doing outreach and sharing information with stakeholders such as DCMS, peer organisations like Understanding Patient Data, or academics and researchers; coordinating external consultants, commissioned researchers or Working Groups; interviewing data scientists or policy people for research, or speaking to the occasional journalist. You'll have daily interactions with our Comms team, keeping them abreast of work underway, collaborating on a comms strategy for a forthcoming output, or working together on a blog. You'll have a weekly check in with your line manager and other members of Ada's Senior Leadership Team. And you might be asked to join an all-Ada call to coordinate a consultation response, feedback on designs for the new website, or discuss organisational policy.

The other half of your day you'll spend reading and writing. It might be that you're writing a report on a recently finished piece of research, such as a public deliberation initiative or an ethnographic study.



You might be writing a synthesis report after spending weeks understanding the state of play with respect to a particular advancement in AI or algorithm accountability. You'll spend some time reading recent news articles, dipping into Twitter and catching up on important academic research in our field.

You might wrap up the day by doing some thinking – about new projects Ada should conceive, new funding opportunities, or new partnerships we might pursue.