

The Alan Turing Institute

Chief People Officer

THE ALAN TURING INSTITUTE

The Alan Turing Institute is the UK's trusted, independent national institute for AI and data science. We help the nation address its most significant resilience challenges through research, innovation and collaboration on AI and data science that is national in scope, cross-cutting and impact-driven. By bringing together expertise from across the UK, we tackle complex shared challenges and deliver solutions that benefit society, government and industry.

We add value through our independence and international credibility, the depth and breadth of our technical expertise, and our role as a gateway to the UK's AI and data science ecosystem. We work in partnership with government, the security community, academia and industry, and steward sovereign capabilities that support the UK's leadership in AI and data science.

ROLE PURPOSE

The Chief People Officer will play a critical role in enabling this mission. By ensuring the Institute attracts, develops and retains exceptional talent, the CPO will help build the organisational capability required to deliver Turing's strategic ambitions. With the People Leadership Team they will lead the development of a high-performing, inclusive and innovative culture, ensuring that people, leadership, organisational design and workforce planning are aligned to the Institute's evolving priorities.

As a member of the Executive Team, the CPO will ensure that the Institute has the skills, structures and leadership needed to remain at the forefront of AI and data science, while fostering an environment in which world-class researchers, technologists and professional specialists can thrive and deliver lasting impact.

HOW YOU WILL MAKE AN IMPACT

- Shape and deliver a people strategy that enables the Institute's mission and long-term success.
- Advise and support the CEO, Board and Executive Team on organisational effectiveness, leadership, culture and workforce priorities.
- Ensure the Institute attracts, develops and retains the talent and capabilities required for future success.
- Provide leadership of the People function, ensuring effective operations, governance, risk management and continuous improvement.
- Provide strong values-driven leadership, bringing credibility, discretion and influence at the most senior levels

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:		
Knowledge and Experience		
Significant senior leadership experience leading a People/HR function within a complex organisation, with responsibility for shaping and delivering organisational and workforce strategy.	E	A/I
Demonstrable experience of advising Boards, CEOs and executive leadership teams on organisational effectiveness, leadership, culture, workforce planning and people-related risk.	E	A/I
Track record of leading organisational change and transformation, including aligning people, structures, processes and capabilities to strategic priorities.	E	A/I
Experience of attracting, developing and retaining high-performing and diverse talent, creating inclusive cultures that enable individuals and teams to thrive.	E	A/I
Exceptional influencing, relationship-building and leadership skills, with the credibility, judgement and discretion to operate effectively at executive and Board level.	E	A/I
Experience operating in a complex, knowledge-intensive or highly specialised environment, where success depends on attracting, developing and retaining expert talent.	D	A/I
Experience leading organisational design, succession planning and workforce capability programmes that support organisational growth, transformation or strategic change.	D	A/I
Understanding of the opportunities and workforce implications associated with AI, data science and emerging technologies	D	A/I

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 at recruitment@turing.ac.uk.

CLOSING DATE FOR APPLICATIONS: TUESDAY 7TH JULY 2026 (LONDON, UK, BST)

TERMS AND CONDITIONS

This full-time post is offered on a permanent basis. The annual salary is Band 8 plus excellent benefits, including flexible working and family friendly policies, [Employee-only benefits guide | The Alan Turing Institute](#)

The Alan Turing Institute is based at the British Library, in the heart of London's Knowledge Quarter. We expect staff to come to our office at least 4 days per month. Some roles may require more days in the office; the hiring manager will be able to confirm this during the interview.

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EQUALITY, DIVERSITY AND INCLUSION

The Alan Turing Institute is committed to creating an environment where diversity is valued and everyone is treated fairly. We value diversity of background, experience, and perspective, and are proud to be an inclusive employer. We warmly encourage applications from all backgrounds, particularly from groups currently under-represented in our sector. If you feel passionate about this role but don't meet every single requirement, please apply — we recognise that great candidates may bring strengths beyond the criteria listed.

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 recruitment@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

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

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