

**Job Title:****Senior Data Scientist****Reporting To:****AI & Data Team Lead****Department:****Technology****Salary Band:****£50-67k FTE****Skills and Behaviour Level:****Practitioner IC****Work pattern:****Full-time or part-time, up to 80% pro rata****Hybrid work:****Min. 2 office days, in Bristol or Cirencester****Job Purpose:**

We are looking for an experienced and enthusiastic Data Scientist to join the recently formed AI squad. The Kallidus' suite of tools enables professionals to plan, monitor and learn to reach their career aspirations, and the opportunities for ML and AI applications in our products are plenty!

We need you to be keen to roll up your sleeves with practical work, both with 'traditional' ML algorithms and with LLMs, to create proof of concept (PoC) projects and demonstrate the possibilities and value that ML and AI can bring. Building on those PoC projects, you will be developing robust models, to be deployed into our products.

The AI squad has a range of professional backgrounds and varied levels of data science skills, and thus knowledge sharing and coaching colleagues will form part of your work. We will be establishing best practices for the Data and ML development lifecycle, and you will play an important role in helping to shape those.

Our company values are Collaboration, Integrity and Curiosity, and they are lived each day in a highly supportive and friendly environment. We appreciate that no career path and skillset are the same, and we are looking forward to getting to know your unique match to our desired skills and values.

Key Responsibilities and Accountabilities:

- Work with internal stakeholders to define ML/AI project opportunities and requirements for success
- Carry out data analysis and develop proof of concept projects to demonstrate new capabilities and assess business value
- Create end-to-end projects, with both 'traditional' ML and LLM-based approaches, incl. training, evaluation, deployment and monitoring, in collaboration with the Infrastructure team and business stakeholders
- Introduce best practices for common ML tasks and workflows, e.g. hyperparameter tuning, model testing and monitoring, model drift monitoring, etc.
- Coach and help develop members of the squad and the wider company, including other data scientists and early adopters of novel AI functionality
- Stay up to date with the latest developments in ML/AI, to support the company with latest technological and ethical developments in these fields



Key Skills and Knowledge:

Necessary

- 3+ years of proven experience as a Data Scientist
- Knowledge of 'traditional' ML techniques, such as regression, clustering, and tree-based algorithms
- Experience with one or more of the following: Recommender systems, NLP (especially sentiment analysis) or LLM-based approaches (text completion, text embedding or fine-tuning LLMs)
- Model development, experimentation and model deployment within the Azure suite of tools (Azure AI, Azure ML Studio, Azure OpenAI)
- Skills in Python and SQL relevant for Data Science
- Strong ability to coach Data Scientists in usage of relevant tools and processes
- Excellent communication skills with non-technical and technical stakeholders to translate Data Science methods and results into business impact and decision support
- Ability to collaborate effectively with other teams
- Problem-solving aptitude and business sense
- Curiosity and desire for continuous learning

Desired

- Experience in deploying, productionising and monitoring ML models within the Azure suite of tools
- Experience with A/B testing
- Experience with data and model versioning
- Data storytelling skills

Behaviours Relevant to this Role:

Behaviour	Description
Inclusive	Considerate, consistent, fair, self-aware, tolerant, builds trust, celebrates others, speaks up when something isn't right
Delivery focused	Gains clarity on what's required, manages time, prioritises workload, acts at speed, high productivity, delivers on commitments & expectations
Influential	Influences sideways and upwards, adapts tone to suit audience, builds & expands network, assertive, growing in confidence, pushes back
Collaborative	Leads by example, acts as a role model for wider team, welcoming, gives space and time, actively supports, relatable

Resilient	Welcoming & supportive of change, knows limits & when to escalate, willing to be challenged, positivity
Solution Driven	Makes smart choices, takes measured risks, works independently, pragmatic, takes ownership, sees the right direction
Ambitious	Thirst for wider knowledge, expert focused, continuously learning, identifies patterns, cascades knowledge, builds their own story
Innovative	Questions what's gone before, thinks laterally, shares new ideas outside the norm, adapts to situations with creativity
Entrepreneurial	Questions inefficiencies, understands business context, challenges gaps & our methodologies, thinks beyond their role, asks "what if"?

Mandatory SFIA skills

Skill	Code	Level
Data Science	DATS	4
Machine Learning	MLNG	4
Data visualisation	VISL	4
Programming/software development	PROG	2



Our people are the heart of our success, and diversity is what drives that. Kallidus positively encourages applications from suitably qualified and eligible candidates regardless of sex, race, disability, age, sexual orientation, gender reassignment, region or belief, marital status, pregnancy or maternity.

Diversity brings innovation and creativity through different views, backgrounds, and opinions; as a people-first organisation, it's crucial that our teams reflect global diversity.



Kallidus is a proud member of the Disability Confident Employer scheme. We work hard to build an explicitly inclusive space where everybody belongs. Kallidus is a supportive, caring, and enjoyable working environment for all our people, and we are committed to furthering the diversity of our teams.