Lancaster University

JOB DESCRIPTION
Vacancy Ref: A2950

Job Title:	BIAS Research Associate	**Present Grade:** 6
Department/College:	Lancaster University Management School	
Directly responsible to:	Professor Monideepa Tarafdar, Principal Investigator, BIAS	
Supervisory responsibility for:	Not applicable	

Other contacts

Internal:
Dr. Yang Hu, Dr. Bran Knowles (Co-Investigators at Lancaster); other academic staff on the project

Major Duties:

1. Overall: Improving scientific understanding of gender and ethnic biases in the increasingly digitalised and AI-driven labour market processes of job advertising, hiring and professional networking; and developing insights into how such biases and attendant inequalities may be mitigated. Through collaboration with academics from the disciplines of Organisational Management, Sociology, Computer Science and Data Science, these insights will drive the development of a new Responsible AI Development Protocol.

2. Research: Conducting data and text mining from designated sources and applying techniques such as text analytics, feature extraction, missing data imputation, and dimension reduction. Analysing structured and unstructured textual data using statistical modelling and machine learning. Conducting systematic literature review in the area of artificial intelligence and ethical algorithm development. Synthesizing, visualizing and writing up results from quantitative data analysis.

3. Project participation and coordination: Participating in regular project meetings with the interdisciplinary project team in the UK (Lancaster and Essex), as well as liaising regularly with the partnering research team based in Canada to further understanding of existing operations and patterns of algorithmic decision making in the context of the labour market.

4. Academic dissemination: Synthesis of research findings, preparing conference presentations / papers, and presenting these outputs at national and international conferences, workshops and events. Writing up research reports and drafting peer reviewed academic publications.

5. Impact dissemination: Writing up policy / media briefs for a non-academic audience. Co-organising outreach and stakeholder engagement events and produce public-faced materials to disseminate research findings and maximise the project impact.