The Alan Turing Institute

Build a talent pipeline of highly skilled, diverse data scientists and bring a fresh perspective to your work.

Turing Internship Network
The process

1. Identify project for the intern to work on
2. Draft a job description based on the project
3. Contract
4. Iterate the JD to ensure it has a broad appeal to candidates
5. Intern to start at the partner
6. Partner to interview and select a candidate
7. Turing to shortlist and conduct right to work check
8. Turing to advertise to network
9. Partner to interview and select a candidate
10. Contract
11. Iterate the JD to ensure it has a broad appeal to candidates
12. Intern to start at the partner

Turing Internship Network

Build a talent pipeline of highly skilled, diverse data scientists and bring a fresh perspective to your work.

The Turing Internship Network (TIN) enables organisations to explore their data science challenges by placing highly skilled data scientists in three to six month internships.

TIN helps organisations to build a pipeline of motivated PhD students to bring fresh ideas, diversity and expertise to your team.

Students are eager to apply their research and technical skills to solve real-world problems in a business setting and will typically take time out of their PhD to undertake the internship. We can also facilitate a part-time route where needed.
Drafting the job description

Once you have identified the scope of the project, you will need to develop a first draft of a job description.

Once you have a first draft, our TIN team, with support from Turing researchers, will review and suggest improvements based on our experience on what works well.

The TIN team can support in developing a job description which is specific enough to attract a highly skilled candidate but generic enough to attract students from a broad range of backgrounds and domains.

When drafting the job description, consider where this role will be placed in or out of the office. Our experience is that flexible arrangements work best as they will appeal to the broadest range of candidates.

We require job descriptions to be submitted to us four months before the start date of the internship.

Recruitment

Once the job description is drafted, we advertise the role to our full network. By casting a wide net we can bring a diverse range of candidates from multiple academic domains.

We shortlist and do a right to work check, before passing the list on to you to review applications and decide which candidates you wish to interview for the role. Offers will be made after the interview stage is complete.

“The TIN scheme is a helpful way of bringing data science ‘outside in’ to GCHQ, which supports future data science workforce development and planning, as well as GCHQ’s ability to exploit artificial intelligence technologies for mission and business benefit.”

— GCHQ, Turing Strategic Partner
Involvement with the Turing

Once the intern starts in their role, we want them to feel part of the Turing community as well as of your organisation. We will include interns in social activities, share updates on the Turing’s events, and offer them the opportunity to join training activities.

After the internship

We hope the intern is able to have a positive impact while they are with you and deliver real results. But we also hope that you stay in touch with the intern after they finish with you. Once they finish their PhD, they will be well-placed to be recruited into your organisation. Although we don’t get involved in this recruitment, please do let us know. We’d love to hear your success stories.

Costs

The costs for the network are split into two components: the TIN annual fee, and an additional cost per role advertised.

The annual fee is £5,000 for organisations over 250 employees, or £1,000 for smaller organisations.

We charge £1,500 per role advertised.

This means that if you’re a large organisation and recruit for three roles, the total costs are £9,500 (plus VAT).