HSBC – AI Governance Researcher

TIN-HSBC-009

About the Organisation

HSBC is one of the world’s leading international banks. With a network that covers 64 countries and territories, HSBC serves our customers through our global businesses, which are supported by our operational and functional teams.

HSBC UK is transforming from a data-rich to data-driven organisation. The Data and Architecture Office (DAO) was established to transform HSBC into a truly data-driven organisation by ensuring that every design decision has a built-in data consideration. DAO provides leadership that enables data and analytics to be a key driver of our business strategy.

Role Description and Responsibilities

This project is a formal Global AI Enhancement Programme set up to deliver a horizontal risk management approach that brings together stakeholders and framework elements from our different areas. Alongside the AI enhancement, we are updating our AI strategy to reflect emerging technologies and include more robust AI assurance and audit metrics.

Specifically, this project will enhance AI management and will focus on:
- Create and agree definitions of AI that can be applied consistently across the Bank whilst ensuring compliance with evolving regulations
- Support the development of guidance on the level of risk HSBC is willing to take through the adoption of AI
- Develop and test guidance around data quality, privacy and non-traditional data
- Develop practical guidance on ongoing monitoring of risks associated with the use of AI

The intern’s work will involve the technical aspects of responsible and ethical AI such as explainability, transparency, bias, and unintended AI decision making.

The intern will be responsible for:
- Supporting work on the target operating model and will interact with the stakeholders to map out existing and design future user processes.
- Engaging with technical colleagues to collaborate and guide the new system build.
- Developing assets and thought leadership for responsible and ethical AI.
Turing Internship Network – Spring 2023

In partnership with the Global Businesses and Functions you could be involved in activities such as:

- Advising on risk management techniques and strategies for AI use across the Bank
- Consulting on complex analyses and advanced ML methods
- Partnering with developers and engineers to assess and provide assurance of AI deployed to deliver business value
- Defining approaches to embed and scale ML models

Appropriate support will be provided to the intern to help on the delivery of the above-mentioned tasks. The candidate’s interests and skillset will be taken into consideration and the role can be shaped to better fit those.

Expected Outcomes

Our objective for this placement is to work alongside the intern to develop and enhance our AI Governance framework to reflect the rapidly changing AI landscape and technologies.

The intern will regularly discuss their progress with their scrum team. They will have the opportunity to present their results to business stakeholders and to our wider AI and Data Science communities.

Supervision and Mentorship

The intern will work in an agile scrum team alongside the HSBC AI Centre of Excellence. The intern will be supervised by a member of the HSBC AI Centre of Excellence. The intern will also be a member of our AI and Data Science communities to provide them with a network of colleagues for support and learning.

Person Specification

Essential skills:
- Practical knowledge of AI systems – taking the theory you have learned in Academia to how it is applied in industry to achieve business values.
- Proficiency in at least one high level programming language - Python [e.g. Tensorflow].
- Experience in developing techniques to support algorithm auditing via initial research to practice of assessing, mitigating, and assuring an algorithm’s safety, legality, and ethics. This area encompasses current research in areas such as AI Fairness, Explainability, Robustness, Privacy, as well as matured topics of Data ethics, management and stewardship.
- Strong verbal and written communication skills
- Critical thinking and assessment of literature and regulatory guidance to understand policy level implications on practical use cases.
Desirable skills, not essential, but any of the following would be beneficial:
- Knowledge of AI regulation, governance frameworks and guidance
- Experience in applying organizational change frameworks and policy

Internship Logistics

Salary: £30k pa. (£15K for the duration of the 6-month placement).

Internship length: 6 months, full time (we regret that we are unable to consider part time applications or International / student visa applications).

Location: Hybrid working, i.e. flexibility to work remotely and via one of our office locations in Birmingham, Leeds, London or Sheffield.

The successful candidate will need to complete a background check conducted by the talent solutions service provider Tapfin. The successful candidate will be hired by Tapfin to work for HSBC.