

RECRUITMENT PACK

This document includes the following information:

- Job Description
 - Person Specification
 - Additional information
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Making an application:

Please complete the short on-line application form, which includes some standard questions, and attach the following documents. (Shortlisting is undertaken by a panel after the closing date on the basis of information provided.)

- a. A covering letter - explaining why you are interested in this post, and giving examples to demonstrate how you meet the requirements of the job as outlined in the Person Specification.
 - b. A curriculum vitae - giving full details of your qualifications and experience to date.
- Links to Guidance Notes and Frequently Asked Questions can be found on the Search Results page. These pages will open in a new window.
 - **We recommend that you take a copy of this recruitment pack to help with your preparation.**

Our commitment to Equality, Diversity and Inclusion

At Essex our people are at the centre of everything we do and we aspire to build a culture in which every member of the University feels valued and can flourish.

We are committed to equality of opportunity, to being fair and inclusive. We therefore particularly encourage applications from candidates who are likely to be underrepresented in our workforce.

These include people from Black, Asian and Minority Ethnic backgrounds; disabled people and LGBTQ+ people and from women in our grades 9-11 roles.

The [diversity of our community](#) is more than where our staff and students come from. More than 1000 of our staff and students identify as LGBTQ+, more than 1,300 have declared a disability and many members of our community follow a religion or belief.

You can read more about our commitment to Equality, Diversity and Inclusion [here](#).

Our [Strategy](#) sets out how we will do this through the delivery of a fair and supportive working environment for all.

The University of Essex is proud to be part of the Disability Confident scheme and is committed to supporting diversity and equality, representative of our inclusive community. As part of our commitment to this scheme any candidate who has a disability and meets all the essential criteria for the role will be offered an interview. We also work in partnership with national disability organisation **AccessAble** who provide detailed online access guides to many of our campus buildings and facilities which you may find useful.

Please note: We are only accepting on-line applications for this post. However, if you have a disability that makes it difficult for you to provide us with information in this way, please contact the Resourcing Team (resourcing@essex.ac.uk) for help.

Closing Date: 19 November 2026

Interviews are planned for: To be confirmed

JOB DESCRIPTION – Job ref REQ10351

Job Title:	Computer Vision AI Data Scientist for eSports (KTP Associate)
Contract:	Full-time. Fixed term for 24 months. The position is fixed term due to being part of a government funded innovation programme, however there may be potential to continue in employment with the company partner following the completion of the KTP. Please note that part-time hours will not be considered due to the specifications as set out by the funding body Innovate UK Business Connect.
Hours:	37.5 hours per week.
Salary:	£41,950 per annum
Department/School/Section:	School of Computer Science and Electronic Engineering
Responsible to:	Head of School
Responsible to on a day to day basis:	Vijay Gosai and Dr Eirina Bourtsoulatze
Location:	Sports Information Services Ltd 2 Whitehall Avenue Kingston Milton Keynes Buckinghamshire MK10 0AX SIS operate on a hybrid working arrangement, with a minimum of 3 days in the office per working week.

PURPOSE OF THE JOB

The University of Essex in partnership with Sports Information Services Ltd offers an exciting opportunity to a graduate with the relevant skills and knowledge to develop novel computer vision-based techniques for information capture and analysis of live-broadcasted eSports events.

DUTIES OF THE POST

The duties of the post will include:

- The design and delivery of a bespoke capability to process live streams of games and gamers to identify in-game events to support the collection of data and associated statistics
- Align live-captured data to improve the quality of prices (odds) for both in-play markets and future pre-match markets for future events
- To implement the capability for extremely low-latency AI calculations, able to react to the accumulation of statistics across the course of a game
- To make use of historical game data and video feeds to identify irregular play patterns
- Communicating the objectives and progress of a project effectively with key internal stakeholders
- Combining the usage of multiple coding languages by delivering a final product using the appropriate technology, such as Python, whilst working alongside colleagues familiar with Java and .NET
- To contribute to the development of in-house AI and data science capabilities within SIS TV in order to increase operational independence



These duties are a guide to the work that the post holder will initially be required to undertake. They may be changed from time to time to meet changing circumstances.

BENEFITS

As a KTP Associate, the post will offer the following benefits:

- A personal development budget of £4,000 (exclusive of salary).
- Management training and mentoring by an Innovate UK KTP Adviser.
- An interesting and challenging role, with exposure to a variety of stakeholders.
- Full access to university resources to complete the project.
- World-leading Academic and Company project supervision, with project support by a dedicated, sector leading KTP Office.

PERSON SPECIFICATION

JOB TITLE: Computer Vision AI Data Scientist for eSports (KTP Associate)	POST REF: REQ10341
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Qualifications /Training

	Essential	Desirable
▪ MSc in Computer Science, Machine Learning, Data Science or another STEM degree	X	
▪ PhD in Computer Science, Computer Vision, Artificial Intelligence or related discipline		X

Experience/Knowledge

	Essential	Desirable
▪ Thorough understanding of machine learning and deep neural networks; experience of designing and deploying machine learning-enabled tools	X	
▪ An understanding of fundamentals of Computer Vision and Video processing as a discipline of AI	X	
▪ Experience of building algorithms to process mixed structured / unstructured data	X	
▪ Experience of coding in Python, good command of Tensorflow or Pytorch and related libraries	X	
▪ Experience in developing, training and evaluating predictive models using machine learning or deep learning methods	X	
▪ Strong general programming skills, with proficiency in the use of Java	X	
▪ Experience of working on the Microsoft Azure Cloud Platform		X
▪ Experience in designing, deploying and optimising real-time computer vision and predictive modelling systems for low-latency inference		X
▪ Knowledge and / or understanding of sports statistics and associated data		X
▪ Experience of working to agile product / software development delivery methodologies		X
▪ Proficiency in the use of C++ and / or .Net coding languages		X

Skills/Abilities

	Essential	Desirable
▪ A keen desire to learn new concepts	X	
▪ Demonstrable leadership potential	X	
▪ An ability to work independently and use initiative	X	
▪ Strong problem-solving skills, with a particular emphasis on creative solutions	X	
▪ Good project management skills	X	
▪ An ability to effectively communicate complex technical issues to a non-technical audience	X	
▪ Ability to process video data using computer vision techniques including object detection, pose estimation and temporal analysis	X	
▪ Ability to design predictive modelling approaches	X	
▪ Previous experience working in an industry setting		X



Other

	Essential	Desirable
▪ Can meet the requirements of UK ‘right to work’ legislation *	X	

* In accordance with Home Office guidance and the Asylum, Immigration and Nationality Act 2006 the University of Essex has a responsibility to ensure all employees are eligible to work in the UK. Prior to commencing employment, the successful candidate will be asked to provide documentary evidence to this effect. **For those who do not have a right to work in the UK, the University will be able to support a fast-track Global Talent visa application under the Endorsed Funders route.**

WORKING AT THE UNIVERSITY OF ESSEX

The University of Essex is proud to be:

A leading academic institution with an international reputation
for the quality of its research and teaching and
an international community that is committed to equality and diversity.

Knowledge Transfer Partnerships (KTP)

A Knowledge Transfer Partnership (KTP) is a three-way project between a company (in this case a non-profit organisation), a university and a recent graduate (known as an Associate), which enables the transfer of knowledge, technology and skills to which the company currently has no access. Supported by the university, KTP Associates manage strategic projects within the company.

A KTP can help graduates to enhance their career prospects by providing them with an opportunity to manage a challenging project, which allows them to use their degree, and is central to an organisation's strategic development and long term growth.

Whilst the Associate leads the KTP project, they are supported by experienced staff from the company and university. They are also assigned a KTP Adviser, who supports them in maintaining good working relationships within the partnership and in planning their professional development in broad terms. For more information visit <https://iuk-ktp.org.uk/>

About Sports Information Services (SIS)

SIS is the leading supplier of 24/7 content services to operators globally. We provide operators with desirable and profitable content with an end-to-end solution of live pictures, data, on-screen graphics with betting triggers and a wide range of markets and pricing.

Historically, revenue has been generated through broadcasting horse and greyhound racing events for clients to stream in licenced betting offices and online. Recently, SIS has expanded into running our own eSports matches under the Head2Head (H2H) banner, which has created a valuable new market for sports booking providers, particularly in the USA.

SIS currently creates eBasketball and eSoccer content from the Milton Keynes offices for distribution to customers in regulated territories and we have plans to expand our range of sports to American Football and Baseball in 2026.

SIS is proudly affiliated with the E-Sports Integrity Commission (ESIC). We are regulated, including by the Gambling Commission, on other revenue streams.

About the School of Computer Science and Electronic Engineering

From making businesses run smoothly to gaming and simulating behaviour, many everyday processes have a basis in computing, while advances in electronics have made the internet, innovative telecommunications and inexpensive computing possible.

At Essex we teach and research at [Undergraduate](#), [Masters](#) and [Postgraduate Research](#) levels, in all these areas and more.

We have a variety of specialist facilities in the areas of brain-computer interfaces, robotics, embedded systems, lasers/photonics and networking, and a laboratory-based teaching and research [Centre for Computational Finance and Economic Agents](#).

General Information

Informal enquiries may be made to the project Academic Supervisor, Dr Eirina Bourtsoulatz (email: e.bourtsoulatz@essex.ac.uk) or Dr Afsoon Azadi, KTP Manager (email: afsoon.azadi@essex.ac.uk). However, applications must be made online.

KTP is funded by a UK Government grant and this appointment carries no expectation of extension beyond the end of the fixed-term contract.

In principle, previous KTP Associates are not eligible to apply. There are some circumstances where a previous Associate can apply for a new KTP. Please check with your previous KTP Adviser for information.

Please note that the role holder will be based at SIS TV offices located in Milton Keynes (for a minimum 3 days a week) but may be expected to travel to the University of Essex Colchester Campus from time to time.

Funded Study

This role will come with an opportunity to complete an accompanying PhD or Master's course based on the aims and subject area of the KTP project. Staff members will be eligible for a fee waiver for the duration of the KTP project.

Our Strategy

Please find a link to our Strategy webpages below:

<https://www.essex.ac.uk/about/university-strategy>

Staff communities, networks and forums

We are proud to have a number of [staff Networks](#) including: [Access Forum](#), [Black Asian and Minority Ethnic community Staff Forum](#), [Essex Women's Network](#), [Global Forum](#), [LGBTQ+ and Allies Community](#) and [Parent's Support Network](#).

Our Colchester campus based [Faith Centre](#) hosts regular services, meetings and events organised by our chaplains and faith representatives.

This document is produced by

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