University of Essex

RECRUITMENT PACK

This document includes the following information:

- Job Description
- Person Specification
- Additional information

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: 3 December 2026

Interviews are planned for: To be confirmed

University of Essex

JOB DESCRIPTION – Job ref REQ10407

Job Title:	ML/NLP Engineer Cyber Applications (KTP Associate)
Contract:	Full-time. Fixed term for 25 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:	40 hours per week.
Salary:	£41,000 to £45,000 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:	Mr Marc Woosnam Dr Ravi Shekhar
Location:	Centerprise International Limited Hampshire International Business Park, Lime Tree Way Chineham, Basingstoke, Hampshire, RG24 8GQ The role is a hybrid role, working in the Basingstoke office Tuesday to Thursday and working remotely on Monday and Friday.

PURPOSE OF THE JOB

The University of Essex in partnership with Centerprise International offers an exciting opportunity to a graduate with the relevant skills and knowledge to leverage AI in designing an advanced cybersecurity solution that detects threats in real-time and communicates them clearly, streamlining and simplifying responses for users at different technical levels.

DUTIES OF THE POST

The duties of the post will include:

- Transforming Centerprise's in-house cybersecurity software using Large Language Models (LLMs).
- Using AI/ML to simplify the Centerprise's cybersecurity and other internal processes.
- Developing of user Interface and API to integrate the AI/ML with the in-house cybersecurity software.
- Supporting company scale up and exploitation of new technology.
- Acting as project lead, to progress the project and ensure milestones are met to a timely manner.
- Embedding technology, training and upskilling company staff.
- Participating in academic and/or industrial conferences and other events, to disseminate and present research outcomes to the wider community.

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 £5,667 (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: ML/NLP Engineer Cyber Applications (KTP Associate)	POST REF: REQ10407

Qualifications /Training

	Essential	Desirable
▪ BSc in Computer Science or related fields.	X	
▪ MSc in Computer Science, Data Science, AI, or a similar field, or relevant industrial experience.	X	
▪ PhD in Computer Science or related fields, or be near completion, or relevant industry experience.		X

Experience/Knowledge

	Essential	Desirable
▪ Strong programming skills.	X	
▪ Experience in Python and relevant NLP libraries.	X	
▪ Knowledge and expertise in Natural Language Processing (NLP).	X	
▪ Experience with modern deep learning frameworks (e.g., PyTorch).	X	
▪ Knowledge about the implementation of basic privacy and authentication techniques in Python.	X	
▪ Experience in using Large Language Models in real-world use cases.	X	
▪ Experience in working with large datasets.	X	
▪ Experience drafting academic publications/conference papers.		X
▪ Knowledge of cybersecurity and privacy regulations (e.g. GDPR).	X	
▪ Knowledge about software security (security by design).	X	
▪ Experience with project and budget management.		X
▪ Experience of working within a team in a commercial environment.		X

Skills/Abilities

	Essential	Desirable
▪ Excellent problem-solving skills.	X	
▪ Excellent communication skills, with the ability to explain technical concepts to non-technical stakeholders.	X	
▪ Creative thinking with a strong passion for answering challenging questions.	X	
▪ Ability to write technical documentation/academic papers.	X	
▪ Excellent communication skills.	X	
▪ An understanding of the need to balance academic and commercial outputs.	X	
▪ Excellent written and spoken English.	X	
▪ Ability to deal with clients and good relationship building skills.	X	
▪ Being able to work in a fast-moving environment, listening to feedback and working collaboratively.	X	
▪ Ability to lead a complex project with competing deadlines and priorities.	X	

Other

	Essential	Desirable
▪ Can meet the requirements of UK 'right to work' legislation.*	X	
▪ Can fulfil the staff vetting procedure for Government contracts (see general information for more details)	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 Centerprise International Limited

Centerprise International was established in 1983 and has over 40 years of experience and expertise in providing innovative products and services to both the public and private sector. The company's heritage is in computer engineering, and it continues to build and configure computers from within its logistics and operations in south Wales.

Centerprise has evolved to meet market demands and now offers professional services, managed services and public cloud services that complement its position as a leading Value-Added Reseller and IT solutions provider.

The company's financial strength, and breadth and quality of services offered allow Centerprise to form strong and enduring partnerships with customers and partners.

All employees have the opportunity to learn from successful, capable business professionals within the organisation, to absorb knowledge and experience first-hand how a thriving business privately owned business operates.

About the School of Computer Science and Electronic Engineering

The School of Computer Science and Electronic Engineering comprises 1,200 students from more than 75 countries, supported by 170 academics, research and support staff. The School is conducting world-leading research in areas such as evolutionary computation, brain-computer interfacing, intelligent inhabited environments and financial forecasting, and boasts the largest robotics research group of its kind in the UK.
For more information, visit: https://www.essex.ac.uk/departments/computer-science-and-electronic-engineering

General Information

Informal enquiries may be made to the project Academic Supervisor, Dr Ravi Shekhar (r.shekhar@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 Centerprise offices located in Basingstoke (hybrid working is offered as per the company's working pattern) but may be expected to travel to the University of Essex Colchester Campus from time to time.

Staff Vetting Procedures for Government Contracts

The University of Essex has Government contracts, some of which require it to access Government systems, information or data. We have a duty to protect these assets and this obligation extends to our employees.

Due to the nature of the work, applicants who are offered employment in this role will be subject to a vetting procedure before the appointment is confirmed to enable the University to verify the following for the successful candidate:

- Identity
- Employment / Education history (for a minimum of the past 3 years)
- Nationality and immigration status
- Criminal Record (unspent convictions only)

Criminal Record Disclosure Checks

We encourage all applicants to provide details of warnings, reprimands, cautions or unspent criminal convictions at an early stage in the application process. Should you wish to declare such information, please email the Resourcing Team in confidence, (resourcing@essex.ac.uk) attaching brief details. This information is seen only by those directly involved in the recruitment process.

Should you be appointed to this post you will be asked to make an application for a basic Disclosure and Barring Service (DBS) check to get a copy of your criminal record. This is called 'basic disclosure'. This only asks about unspent convictions. More information about the process can be at https://www.gov.uk/request-copy-criminal-record .

Having a criminal record will not necessarily bar you from working with us – this will depend on the nature of the position and the circumstances and background to your offence. A copy of the University of Essex policy on the recruitment of ex-offenders is available on the University website: https://www.essex.ac.uk/staff/recruiting-staff/recruitment-of-ex-offenders-and-disclosure-and-barring-service

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.

University of Essex

This document is produced by

Resourcing Team
People & Culture
University of Essex
Wivenhoe Park
Colchester CO4 3SQ
United Kingdom
Email: resourcing@essex.ac.uk

November 2026