

Candidate Information

Position: AI Engineer/Data Scientist - KTP Associate - W & G Baird Ltd
School/Department: Queen's Research
Reference: 26/113420
Closing Date: Monday 22 June 2026
Salary: £35,000 - £38,000 per annum. One of the key KTP benefits is access to a £5000 training and development budget over the 30-month project.
Anticipated Interview Date: Wednesday 2 September 2026
Duration: 30 months

JOB PURPOSE:

To deliver a Knowledge Transfer Partnership (KTP) project for W & G Baird Ltd in partnership with Queen's University Belfast to work on a project to design and implement an AI-enabled workflow automation platform that helps customers find, brief and order print work, while streamlining estimating, order intake, proofing and production scheduling.

Employed and supported by a team of academic experts from the University, you will be based at W & G Baird Ltd in Antrim. As a KTP Associate, you will lead on the delivery of the following key project stages:

- Stage 1: Enterprise Discovery, Data Audit & Customer Journey Mapping.
- Stage 2: AI Strategy, Architecture & Target Operating Model Design.
- Stage 3: BairdConnect: Market Intelligence, Lead Generation & Internal Sales Enablement.
- Stage 4: Print Ordering Platform – BairdConnect & Education Print Hub.
- Stage 5: Resource Management and Planning.
- Stage 6: Benefits Realisation, Knowledge Embedding & Post-Project Planning.

MAJOR DUTIES:

1. Plan, manage and coordinate the items of work as laid out in the project plan (project work plan will be provided by Supervisors). Plan day-to-day activity and contribute to the planning and management of the project, approximately 3-6 months in advance.
2. Attend training modules (mandatory and additional job-specific training). This may be local, national and international. Ensure that all training and development activity is scheduled to ensure that progress on the work plan objectives is not interrupted or delayed.
3. Plan and manage day-to-day resources to ensure the project runs to time and on budget.
4. Coordinate and obtain approval for planned expenditure/allocation of resources with the Management Committee and Steering Group and monitor travel and development budgets and produce a Personal Development Plan which will ensure best use of financial resources.
5. Build relationships with both company and university staff to ensure effective working practices are established.
6. Liaise with company staff on a daily basis. Contribute to training of staff in the company and university as required, which may include the supervision of placement students or other staff members as required.
7. Attend and contribute to any appropriate meetings, both in the company and the university as required. Present regular progress reports to members of the Steering and Management Groups and to external audiences.
8. Perform any other additional duties as agreed by the Local Management Committee and Steering Groups to contribute to the development of the company, the university and the Associate.
9. Establish contacts with additional groups and organisations (other KTP Associates, other university departments, other industrial contacts, and Innovate UK) as required to develop knowledge and understanding and form relationships for future collaboration.
10. Act as an Ambassador for the Knowledge Transfer Partnership Programme.

ESSENTIAL CRITERIA:

1. Hold at least a 2.1 Honours Degree (or equivalent) in Computer Science, Business Analytics, Data Science, Software Engineering, Industrial Engineering or a closely related discipline. Where candidates hold an international degree, they must ensure the equivalence of this to a UK classification (i.e. 1st, 2.1, 2.2 etc) is clear in their application.
2. * Relevant practical experience with data analysis and automation (such as Python/SQL/n8n workflows), including building and evaluating ML/optimisation models or rules-based pipelines. (*may be demonstrated through the completion of a module, student project or placement).
3. * Relevant working knowledge of applied AI in business workflows, ideally including NLP (for conversational interfaces) and/or document understanding (classification and data extraction). (*may be demonstrated through the completion of a module, student project or placement).
4. Demonstrable ability to map end-to-end processes, elicit requirements from non-technical stakeholders, and translate user needs into robust technical designs, test plans and KPIs.
5. Demonstrable ability and experience in stakeholder management, with strong communication and presentation skills and the ability to work across sales, administration and production teams.
6. Completion of a relevant research project or student placement.
7. Ability to think logically, create solutions and make informed decisions.
8. Naturally curious with a pro-active approach to problem solving.
9. A high level of numeracy and the ability to interpret data.
10. Good oral, written and presentation skills.
11. Ability to present to diverse stakeholders at different levels within an organisation.
12. High level of IT skills.
13. Self-motivated, capable of working independently, with a drive and ambition to succeed.
14. Ability to work effectively as a member of a group.
15. Enthusiasm for research/project area.
16. Well organised, attention to detail and ability to meet tight deadlines.
17. An interest in staying with the Company (Associates are normally invited to apply for permanent positions).
18. Ability to take part in Associate management courses (requiring two one-week periods in England).
19. Willing/able to travel throughout the UK and Ireland and abroad as necessary.
20. Ability to attend work place (W & G Baird, Antrim, Northern Ireland) and other work locations as required.

DESIRABLE CRITERIA:

1. Hold, or be about to obtain, a higher degree in a relevant discipline, such as AI in Business.
2. * Relevant experience integrating business systems via APIs and working with CRM/ERP/MIS data. (*may be demonstrated through the completion of a module, student project, micro-credential(s) or placement).
3. * Relevant experience and familiarity with lean/continuous improvement, forecasting and/or scheduling/optimisation. (*may be demonstrated through the completion of a module, student project, micro-credential(s) or placement).
4. * Demonstrable awareness of data protection, cyber-security and AI governance in customer-facing applications. (*may be demonstrated through the completion of a module, student project, micro-credential(s) or placement).
5. Ability to deliver training and follow-up support to operatives.
6. Ability to influence people effectively.
7. Tenacious and committed to achieving goals.

ADDITIONAL INFORMATION:

• Please note that the Shortlisting Panel cannot make assumptions on your experience or qualifications; it is the responsibility of the applicant to evidence their suitability for the role. As such your Application Form, CV and/or Cover Letter must clearly demonstrate how your Qualifications and Experience meet the Essential Criteria and, where possible, Desirable Criteria, as listed in the Candidate Information Booklet. Please ensure that you address all the criteria in the person specification and provide evidence to support your statements.

• Knowledge Transfer Partnerships help forward thinking companies innovate for growth. They do this by connecting organisations who have an innovative idea with the knowledge and expertise to help deliver it. This dynamic three-way partnership formed between an inspired graduate, the university and the company means that the graduate, known as the KTP Associate, provides the link between an expert academic team and a dynamic organisation. This bridge gives the graduate unique and exceptional access to both world class academic support and experts from within the business.

- For all KTP projects, the graduate is employed by the University but contracted to work at the business premises on a day-to-day basis, under the business' basic terms and conditions including holidays and hours of work. As a member of university staff, KTP Associates can join the University pension scheme, gain access to university resources including the library. Please note that KTP Associates are not eligible for financial support for relocation from the University.
- A KTP provides a fulfilling employment opportunity where you can apply your knowledge to turn a key strategic innovative idea into reality and although the KTP Programme is aimed at recent graduates, any suitable qualified graduate may apply. Each KTP Associate role is a fully salaried job and last between 12 months and three years with approximately 70% of Associates offered employment by the host business at the end of the project. Projects can be in any sector and for businesses of all sizes. Each KTP Associate will have a travel / training budget to provide funding for job-specific training and further professional development. Two, one-week residential management training modules are also included as part of the package.
- KTP aims to help businesses improve their competitiveness and productivity through the better use of knowledge, technology and skills held within the UK knowledge base. KTPs are funded by UKRI through Innovate UK with the support of co-funders, including the Scottish Funding Council, Welsh Government, Invest Northern Ireland, Defra and BEIS. Innovate UK manages the KTP Programme and facilitates its delivery through a range of partners including the Knowledge Transfer Network (KTN), Knowledge Bases (in this case, Queen's University Belfast) and Businesses.
- More details are available at www.ktp-uk.org.

Please note:

- Applicants may be sent a technical test to complete and return as part of the shortlisting process.
- Queen's reserves the right to close the advert early.
- Applicants should indicate how their experience could be applied to this post.

Informal enquiries can be directed to: ktp@qub.ac.uk