

Research Software Developer (KTP) Associate

Department	Computer and Information Sciences (www.strath.ac.uk/cis/)		
Faculty	Faculty of Science (www.strath.ac.uk/science/)		
Staff Category	KTP	Reference No	243730
Reports To	Conor McBride (Academic Supervisor), Ross Duncan (Company Supervisor)	Grade:	KTP
Salary Range:	Up to £36k p.a. plus £4k development budget	Contract Type:	Fixed Term (24 months)
FTE:	1 (35 hours/week)	Closing Date	Sunday, 6 October 2019

Job Advert

The Department of Computer and Information Sciences in partnership with Cambridge Quantum Computing (www.cambridgequantum.com) are seeking to appoint a Knowledge Transfer Partnership (KTP) Associate in the area of quantum computing, with a focus on dependently typed programming languages for quantum computers.

Established in 2014, Cambridge Quantum Computing (CQC) is a world leading independent quantum computing software company. CQC design solutions that benefit from quantum computing even in its earliest forms and allow the most effective access to these solutions for the widest variety of corporate and government users.

CQC combines expertise in the product areas of quantum software, specifically a quantum compiler (t|ket), enterprise applications in the area of quantum chemistry, quantum machine learning ("QML"), and quantum encryption.

The successful applicant will join one of the most exciting young companies in the world with the potential to dominate innovation across all aspects of the economy and society.

Based in CQC's office in Cambridge and supported by the academic team at the University of Strathclyde, the KTP Associate will design and implement an advanced programming language for quantum computers. The associate will work closely with CQC's compiler and application teams to ensure that the language is appropriate for current quantum hardware, and meets the needs of its eventual end users.

To be a successful applicant, you will have a BSc Honours level degree qualification in Computer Science with relevant advanced classes in a suitable curriculum, such as in Advanced Functional Programming for example. You will have a strong mathematical background and will have experience in advanced aspects of functional programming. You will be a strong programmer with a mathematically rigorous approach and a sharp mental model of the semantics of your code.

Having an MSc or PhD in Computer Science or Software engineering is desirable but not essential for this role.

You will need to have experience in at least one of the following; category theory, dependently typed programming, sub-structural logic, compiler construction or quantum computing. Having experience in more than one is highly desirable however aptitude and enthusiasm to learn these topics is fundamental.

The Knowledge Transfer Partnership (KTP) programme aims to help businesses to improve their competitiveness and productivity through the better use of knowledge, technology and skills that reside within the UK knowledge base. Successful Knowledge Transfer Partnership projects are funded by UK Research and Innovation through Innovate UK and are part of the government's Industrial Strategy. To find out how KTP works and the vital role you will play if you successfully secure a KTP Associate position please visit: www.ktpws.org.uk

This KTP programme aims to boost your personal and career development whilst giving you experience in the industry of quantum computing. In addition to the KTP core development training, you will have a dedicated training budget of £4,000 to further support your career development.

Job Description

Brief Outline of Job:

Supported by the academic team at the University of Strathclyde, the KTP Associate will design and implement an advanced programming language for quantum computers. The associate will work closely with CQC's compiler and application teams to ensure that the language is appropriate for current quantum hardware, and meets the needs of its eventual end users.

Main Activities/Responsibilities:

1.	The Associate will mainly be working on a project relating to advanced concepts from the theory of programming languages, notably dependent and linear types, as well as the theory and practice of quantum computers.
2.	The Associate will co-design the new language with a suitable runtime environment to be deployed across all the varied platforms that CQC supports.
3.	Near project end, the Associate will provide one-on-one training to application team members on any new developments resulting from the project.
4.	The Associate will make regular presentations on high-level typing disciplines and advanced programming language concepts at CQC's internal technical seminars.
5.	The Associate will produce detailed designs, technical references, executable training documents, test cases and user documentation, including tutorials relating to the project.
6.	Completion of KTP Associate Final Report by the required deadline.

Person Specification

Educational and/or Professional Qualifications

(E=Essential, i.e. a candidate must meet all essential criteria to be considered for selection, D=Desirable)

E1 BSc Honours level degree qualification in Computer Science that includes relevant advanced classes in a suitable curriculum (e.g., Advanced Functional Programming) is essential.

D1 MSc or PhD in Computer Science or Software engineering.

Experience

E2 A strong mathematical background is essential, as is experience in advanced aspects of functional programming.

D2 Experience in at least one of category theory, dependently typed programming, sub-structural logic, compiler construction or quantum computing is essential, but more would be highly desirable.

E3 Aptitude and enthusiasm to learn these topics is what we anticipate with the training programme in the work plan.

Job Related Skills and Achievements

E4 The Associate should be a strong programmer with a mathematically rigorous approach and a sharp mental model of the semantics of their code.

Personal Attributes

E5 Initiative, pragmatism, and problem-solving skills in order to adapt theoretical possibilities to the reality of retrofitting advanced technology to an existing toolchain.

E6 Active listener, sensitive to the needs and constraints of colleagues and clients.

E7 Strong team working and teaching abilities, and competence at technical writing, as they will be responsible for the delivery of training materials, and for the effecting of gradual cultural change.

Other Relevant Factors

E8 Basic commercial awareness to understand the business drivers of the product and ensure that the product addresses the strategic needs of the company.

Application Procedure

Applicants are required to complete an application form including the name of three referees who will be contacted before interview without permission, unless you indicate that you would prefer otherwise. Applicants should also submit a Curriculum Vitae and a covering letter as a single document detailing the knowledge, skills and experience you think make you the right candidate for the job. Applicants should also complete the Equal Opportunities Monitoring Form.

Other Information

Further information on the application process and working at Strathclyde can be found on our website (<http://www.strath.ac.uk/hr/workforus>).

Informal enquiries about the post can be directed to Dr Conor McBride, Reader (conor.mcbride@strath.ac.uk / 0141 548 3172).

Rewards and Benefits

Our staff have access to a wide range of outstanding benefits that include financial rewards, family friendly and wellbeing benefits and career development opportunities, details of which can be found [here](#).

Conditions of Employment

Conditions of employment relating to the KTP staff category can be found at: [Conditions of Employment](#).

Probation

Where applicable, the successful applicant will be required to serve a 6 month probationary period.

Pension

The successful applicant will be eligible to join the Universities' Superannuation Scheme. Further information regarding this scheme is available from [Payroll and Pensions](#).

Interviews

Formal interviews for this post will be held at Cambridge Quantum Computing in Cambridge and are provisionally scheduled for 14/10/2019.

Equality and Diversity

We value diversity and welcome applications from all sections of the community.

The University currently holds a Bronze Athena SWAN award, recognising our commitment to advancing women's careers in science, technology, engineering, maths and medicine (STEMM) employment in academia.

University Values

The University's Values capture what we're all about: who we are, what we believe in and what we stand for. [Our Values](#) have been derived from how we act and how we expect to be treated as part of Strathclyde.



Conditions of Employment

KTP Associates



1. GENERAL CONDITIONS

Members of staff are subject to the Charter and Statutes and the Ordinances and Regulations of the University, published in the Calendar, and to any amendments or additions thereto approved by the University Court and, in the case of the Charter and Statutes, Privy Council.

The University Court recognises the Strathclyde University and Colleges Union (SUCU) as the sole body with which it will negotiate and consult on all collective issues concerned with the terms and conditions of employment of Research staff. Such terms and conditions may be varied by the University Court after negotiation and consultation with SUCU.

The University operates probationary periods for new staff, the duration of which will be specified in individual letters of appointment. The normal probation period for posts in this staff category is 6 months. Further guidance on probationary procedures is published at <http://www.strath.ac.uk/staff/policies/hr/>.

Further information on the terms and conditions specified in this document and other staffing policies and procedures can also be found at www.strath.ac.uk/hr.

Further information on the terms and conditions specified in this document is contained in the Staff Handbook, which also includes further details of such conditions as provision for sick/injury leave and pay, leave of absence, holidays and holiday pay, individual grievance procedures, review and disciplinary procedures and collective agreements. Should you not receive a copy of the handbook on appointment a reference copy is accessible by visiting Human Resources.

2. CONTINUOUS SERVICE

In the case of new appointments, unless otherwise stated in the letter of appointment, the date of continuous employment for the purposes of statutory employment rights will be taken to be the date of appointment contained therein. In the case of promotions, regradings or transfers, previous service is continuous.

3. ALLOCATION OF POST

The post to which each member of staff is appointed is allocated to both the University Department and/or other area(s), and the Company Partner named in the member's letter of appointment and any accompanying papers. Should the University Court and/or the Company Partner deem it necessary, in the furtherance of the objectives of the University (specified in its Charter) and/ or the objectives of the Company Partner, they shall, having consulted with the parties concerned and having received the advice of the Senate, re-allocate the post and/or the duties pertaining partially or wholly to it to another University department or area and/or to another Company Partner Department or to an associated Company. Any such re-allocation will be without prejudice to the other conditions of employment of the holder.

If the need arises during the course of employment for members of staff to work outside the U.K. for a period (or periods) of more than one month then such arrangements will be subject to mutual agreement. Members of staff would then be provided with a statement in advance setting out the terms covering such periods of employment.

4. RESPONSIBILITY AND SERVICE

The University is committed to ensuring that its business is conducted in an open and transparent manner and will take all appropriate steps to address risks of bribery or corruption. Members of staff are required at all times to act honestly and with integrity and to safeguard the resources for which they are responsible. The University has in place a robust Public Interest Disclosure (Whistleblowing) Policy to enable concerns to be brought to its attention. This is available at

<http://www.strath.ac.uk/publicinterestdisclosure/>. Other relevant policies, e.g. Fraud Prevention and Conflicts of Interests can also be found on the University's website.

Each member of staff is responsible for the proper performance of allocated duties to the person or persons specified in the member's letter and any accompanying papers. Unless otherwise indicated.

5. WORKING TIME

Working time is that required to fulfil the duties of the post and members of staff are expected to comply with the general working pattern of the KTP Company Partner. Further details in relation to working hours will be provided within the offer of employment and/or by the Company Partner on commencement of employment.

6. HOLIDAYS

Entitlement to accrue paid annual holiday will apply from the date of commencement and the accrual rate will be as per the provisions of the KTP Company Partner. Public Holidays will only apply where they are observed by Company Partner and it may be that these have to be taken from the annual leave entitlement where the Company does not apply a separate entitlement in this regard. Where Public Holidays are not observed by the Company Partner, these days may still be taken from the annual holiday entitlement, subject to authorisation. In cases where the Company Partner operates a period of annual closedown, these days may count against the accrued annual holiday entitlement, subject to the normal practices of the Company Partner. Further details and arrangements for requesting leave will be confirmed within the Offer of Employment and/or by the Company Partner on commencement of employment.

7. SICK LEAVE

During any period of absence through illness or injury provided the appropriate medical certificates are received the University will pay a member of staff (having taken account of the aggregate of all periods of absence due to illness during the twelve months immediately preceding the first day of the current absence) as follows:

Period of Continuous Employment at start of absence from work	Full Pay	Half Pay
Less than 1 year	1 month	1 month
1 year but less than 2 years	2 months	2 months
2 years but less than 3 years	4 months	4 months
3 years but less than 5 years	5 months	5 months
5 years or more	6 months	6 months

In order to manage the University's sick pay scheme the University requires to maintain sickness absence records on individual members of staff. When making payments after the expiry of statutory sick pay the University will deduct an amount equivalent to any benefit normally payable by the Department of Health and Social Security. For this and other details see staff handbook.

8. SALARY AND SUPERANNUATION

Salaries are payable monthly by means of a credit transfer to a specified bank account.

If you are under age 75 at the date your appointment commences you will automatically become a member of the pension scheme operated by the University – the Universities Superannuation Scheme (USS). You will be admitted to the career revalued benefits scheme called the USS

Retirement Income Builder, the contribution rate that currently applies is 8.8% of pensionable salary. A threshold applies to the maximum salary that counts towards the USS Retirement Income Builder. From 1 April 2019, the threshold is £58,589.70 per year. Contributions based on salary above the monthly equivalent rate of the threshold are paid to the defined contribution section of the scheme called the USS Investment Builder. Information regarding USS can be found in the scheme booklet located on the website: <https://www.uss.co.uk/members/members-home/resources/factsheets-and-member-guides>. The scheme booklet is called 'Your Guide to the Universities Superannuation Scheme'.

The exception to automatic membership of the pension scheme applies if your post is located out with the UK in an EU member state. If this is the case membership of USS is not available to you.

The University operates a salary exchange arrangement, Pensions Plus, for members of the USS. Pensions Plus enables pension contributions to be made in a manner so that both employees and the University can benefit from available National Insurance Contribution savings. You will be automatically included in Pensions Plus, provided it does not adversely affect your take-home pay or your ability to claim certain state benefits. If your earnings fall below the Pension Plus pay protection limit you will be opted out of Pension Plus. This will not affect your membership of the USS.

New members of staff may opt out of USS within three months of taking up appointment and will then be treated as if they had never been a member of the scheme. After three months members of staff who wish to withdraw from USS during their employment will be required to give a minimum of 28 days' notice in writing to the University. Any member of staff who wishes to opt out should contact the Pensions Section, Finance, in the first instance (pensions@strath.ac.uk). Please note that if you are a member of Pensions Plus and withdraw from USS with less than two years of membership, or cease employment with the University and have less than two years of USS membership, the option of a refund of pension contributions will not be available to you. Instead, USS must provide you with a pension benefit that is payable from your retirement date.

The University reserves the right to alter or withdraw Pensions Plus as it sees fit or as required to comply with legislative changes. Withdrawal or amendment of Pensions Plus will not affect your membership of USS. If you do not wish to participate in Pensions Plus but wish to remain in the pension scheme please contact the Pensions Team who will provide you with a non-participation form.

Information regarding pension scheme membership can be found on the Pensions pages of the University's website. Full information regarding USS can be found on the USS website – www.uss.co.uk

9. PLACE OF RESIDENCE

The University does not normally place specific restrictions upon the place of residence of members of staff. They are, however, expected to reside in a location which is compatible with the satisfactory fulfilment of all the duties associated with their appointment and with membership of the academic community.

10. PERIOD OF EMPLOYMENT

Members of staff are employed on the conditions indicated in individual letters of appointment and any accompanying papers. The University is not obliged to give notice of termination or continue any employment beyond the end of the fixed term period. Where the period of the contract of employment is for one year or less it may be terminated short of the fixed term period by 1 month's notice on either side. Where the period of the contract of employment is for more than one year, or where there have been a further contract or series of contracts immediately consecutive, the employment may be terminated short of the fixed term period by 3 months' notice on either side, except during the probationary period when the notice period is one month.

11. NOTICE AND TERMINATION

The employment of a member of staff is terminable by at least three months' notice in writing, on either side; except during probationary period when the notice period is one month. If notice is being given by a member of staff earlier release may be granted if this can be arranged without detriment to the work of the department or area. If the appointment is for a fixed term it will expire at the end of the period without the necessity for notice. Fixed term contracts may be terminated by either party short of the expiry date by the serving of one months' notice in writing. The University is not obliged to continue a fixed term appointment beyond the employment period.

Revised April 2019