



AI/ML Engineer

Service	Reporting to	Location	Grade	Salary	Hours
Digital Data and Technology	Senior AI/ML Engineer	Swinton Civic Centre / hybrid	4A – SCP 32 to 35	£42,839 - £46,142	36

About the role

AI-First Digital Transformation at Salford City Council

Salford City Council is on a mission to harness the power of AI and data to reimagine public services for the future. As part of our newly formed AI team, you'll support the design, development and deployment of intelligent solutions that improve the lives of residents and create a fairer, greener, and healthier Salford.

This is an exciting opportunity for an experienced engineer or developer to build and integrate AI/ML technology with meaningful results, while working in a supportive team. You will work closely with the Senior AI/ML Engineer and wider digital teams to turn innovative ideas into working solutions using Microsoft Azure as our core platform.

You'll contribute across the AI/ML lifecycle, preparing data, building and deploying models, and integrating solutions into council systems. Your previous experience with development and delivery in enterprise and cloud platforms will be invaluable, as will your problem solving and collaboration skills, in addressing challenges and opportunities. In this role, you'll build your skills in AI/ML engineering, Azure cloud services and other toolchains, and responsible AI practices and ethics.

If you're passionate about the next wave of digital transformation and want to become an expert in emerging AI technology, want to apply your development expertise to solve real-world challenges and want to see your work make a tangible impact on society, this role is for you.

Key Outcomes

- **AI Solution Design & Delivery**
 - Design, develop and deploy AI/ML solutions within Azure Machine Learning and Azure AI Foundry, integrating with other platforms and applications.
 - Assist with model training, evaluation, and deployment, applying established frameworks and tools.
 - Support the creation of pipelines for data preparation, model testing, and monitoring.
- **AI Platform & Toolchain**
 - Support establishment of the council's target architecture and AI development toolchain, with an initial focus on Azure AI Foundry, Azure Integration Services, and Azure ML pipelines.

Job code:

Job score:

Date of evaluation:

- Employ MLOps practices (CI/CD, model versioning, retraining pipelines) aligned with Azure-native tooling.
- Support evaluation and experimentation with open-source frameworks (LangChain, LlamaIndex, PyTorch, Hugging Face) and other platforms (AWS SageMaker, OCI Data Science) where relevant.
- **Cross-functional Collaboration**
 - Work closely with the Senior AI/ML Engineer, architects, and service teams to understand requirements and translate them into working solutions.
 - Communicate progress clearly, escalating challenges where needed.
 - Share knowledge with peers and take part in internal learning activities.
- **Governance, Security & Compliance**
 - Support development of policies for data governance, security, and responsible AI use.
 - Support the documentation of AI solutions, ensuring transparency and reproducibility.
 - Contribute to testing and monitoring for data quality, accuracy, and bias.
- **Innovation & Continuous Improvement**
 - Stay current with emerging AI research, frameworks, and platform feature releases.
 - Take part in proofs of concept to evaluate new approaches, frameworks, and models.
 - Contribute to building an internal culture of innovation, sharing knowledge and best practices across the organisation

Requirements – What we need from you

- **Experience & Technical Expertise**
 - Essential
 - Proven experience designing, developing, and deploying solutions in production environments.
 - Strong familiarity with Python (pandas, NumPy, scikit-learn, PyTorch or TensorFlow).
 - Exposure to working in structured, cloud-native delivery environments (e.g. Salesforce, ServiceNow, UiPath, Azure, MS Power Platform, or equivalent) with an understanding of solution lifecycle management.
 - Awareness of data structures, databases, and basic analytics (SQL or equivalent).
 - Ability to communicate technical concepts clearly to both technical and non-technical audiences
 - Desirable
 - Hands-on experience with Azure services (Azure Machine Learning, Azure AI Foundry, Azure Integration Services).
 - Exposure to AI/ML concepts such as model training, evaluation, or deployment.
 - Knowledge of MLOps concepts or tooling (MLflow, Airflow, CI/CD pipelines).
 - Experience with data visualisation or reporting tools (Power BI, Tableau).
 - Knowledge of AI ethics, explainability, or responsible AI practices.

- Solid understanding of enterprise architecture principles and solution architecture practices.
- Approach & ways of working
 - Curious, innovative, and eager to experiment with new approaches.
 - Able to work in a lean, agile, startup-like environment, balancing delivery with exploration.
 - Collaborative mindset with strong influencing and facilitation skills.
 - Passion for public sector innovation and a commitment to improving outcomes for citizens.
 - Commitment to developing new skills and contributing to team success.
 - Strong troubleshooting, analytical and design skills.
- Qualifications
 - Degree, apprenticeship, or equivalent experience in Computer Science, Information Systems, or related discipline.
 - Microsoft certifications (e.g. Azure Fundamentals, Azure AI Fundamentals, Power Platform Developer Associate) are desirable.
 - Evidence of continuous learning, either through formal study, online training, or project work.

What we can offer you

Your ongoing professional development and success in your role is important to us, and that is why we provide a variety of learning and development opportunities. Within the sections below you will find development options tailored to you which will enable you to further develop your existing skills and learn new ones at a pace that suits you best. If you are joining us now, your development will form part of ongoing discussions with your manager. If you are an existing employee, you should use your Personal Development Reviews to discuss your development with your manager and create your development journey. It's important you also take full advantage of any informal learning available to you during the course of your work.

Developing your leadership skills

We want to equip our leaders with the knowledge, skills and behaviours outlined in our #LeadingSalford programme. Our aim is to support you to lead highly engaged, motivated teams in today's rapidly changing environment. This will be achieved through a range of bite-size Master Classes designed to help you meet the expectations that we have of our Salford leaders. In addition to the core Master Classes, we also provide accredited leadership programmes which let you build on your experience, learn about emerging approaches, and further develop your leadership practice.

Online learning

Develop your knowledge across a wide range of areas through our Me-Learning platform, with over 200 free courses to choose from. To have the best possible start and comply with current legislation, you must complete the following modules: Welcome to Salford, Health and Safety in the Office, GDPR, Equality Essentials, and Safeguarding Children and Adults. You may also benefit from a variety of courses in categories such as Business Skills, IT and Project Management which are available to learn at your own convenience and pace.

Professional Development

Gain role specific skills and time to learn through a wide range of development opportunities. Learn whilst working and get support towards your qualification through an apprenticeship standard. Access professional development ranging from entry level to master's type qualifications, including achieving a role appropriate qualification. Details can be found on [the Institute of apprenticeships](#) website.

Tailored Development

Gain role specific skills and certifications using our Microsoft Enterprise Skills Initiative subscription which is open to all Salford Employees free of charge.

A digital organisation

Developing your digital skills

Our ambition is to provide our workforce with the right level of digital capabilities needed to be successful. Whatever your current digital abilities are, we can provide development ranging from essential workplace skills to specialist workplace skills. These will be delivered through our Digital Skills Academy using both self-directed and guided learning opportunities to enable you to develop. Additionally, you can access free online courses through the [iDea](#) website.

Sharing your digital skills

Our goal is to support you to share your digital knowledge with other people. Our Digital Eagles programme has been designed to cover basic digital skills and build your confidence to assist others. By the end of this programme, you will join hundreds of staff members who already are digital eagles, and be able to help colleagues, customers, residents, or people in your personal life with all things digital.

Our leadership behaviours

As a values-based leader you will:

- Model the values and embed them into the way your team delivers services.
- Hold people accountable for demonstrating the values.
- Respect and care for others, treating everyone fairly, valuing and welcoming diversity, respecting people's identity, listening and acting on the things people say to enable everyone to achieve their full potential.
- Be honest, taking responsibility for your actions and decisions.
- Use resources that you are trusted with wisely.

To lead others, you will:

- Listen to understand, not to defend.
- Give people the freedom to use their initiative.
- Provide opportunities for people to discuss and solve problems and issues – focussed on learning, not blame.
- Regularly provide coaching and support to others to help them achieve their objectives and potential.
- Appreciate and build on people's strengths.
- Motivate, engage, encourage and inspire others in order to be the best they can be.

- Build lasting productive relationships with residents, partners and elected officials.

To lead outcomes, you will:

- Be visible, inject pace, vigour and purpose.
- Expect high standards; mediocrity is not acceptable.
- Take an evidence and whole system approach in making decisions.
- Maximise technology and models to deliver quicker, easier, better services.
- Have a digital mindset, fully utilising digital systems and solutions to deliver services efficiently and effectively.
- Set context and challenging goals that will motivate people to take ownership, maximise performance, and develop.

To build and communicate a vision for the future you will:

- Be optimistic and ambitious for the city and its people, helping others to understand the need to change how we do things.
- Build strong collaborative relationships to find creative ways to make services more sustainable and flexible.
- Recognise and value the strengths of people and places, taking a strengths-based approach to make the most of opportunities.
- Support people through change, in undertaking new things, and taking risks.
- Take a place and whole system approach in designing, delivering, and leading services developing solutions with our partners.
- Ensure inclusion is integral to service delivery and organisational performance and develop a resilient, diverse workforce who reflect the increasing diversity of our city.
- Be optimistic and ambitious for the city and its people, helping others to understand the need to transform public services.

[Our organisation's values](#)

We have four values: Pride, Passion, People, Personal responsibility.

[Our four values](#) are central to the way we communicate about the council and the way in which we behave with colleagues, customers, and partners - so that we live and breathe our values each day.

Our values



Pride

Passion

People

Personal responsibility

[Application guidance](#)

We are a values-based organisation so reflecting our values or a values-based approach in your evidence will support your application.

The different sections of this role profile are there to give you an understanding of the purpose of the role. The 'what we need from you' section outlines the minimum criteria you will need to meet within your application.