

Job Title	AI Solutions Engineer	Job Family	ZCS
Grade	Senior Consultant	Reports to	Data, Analytics and Automation Director
Location	Hybrid - Outline office(s) or Home Based, with travel to the office as required.	Team Size	

About the role:

We are seeking a Lead AI Engineer to accelerate our plans to leverage Agentic AI to deliver innovative, scalable, and robust AI-driven capabilities across customer-facing solutions and customer-facing teams.

As the expert in Agentic AI, you will collaborate closely with cross-functional teams to understand our business challenges and translate them into actionable AI solutions. You will provide technical leadership, hands-on guidance, and good practice frameworks to ensure our teams can leverage AI agents effectively in diverse scenarios.

If you are passionate about enabling others, thrive in a collaborative environment, and want to shape the future of intelligent automation within our business, we want to hear from you.

Role Accountabilities and responsibilities:

Internal Stakeholder Engagement

- Partner with internal support teams, consultants, and business units to identify opportunities for AI-driven automation and agentic solutions.
- Facilitate workshops and knowledge-sharing sessions to capture requirements, share good practices, and promote AI adoption.
- Act as the primary technical advisor for internal teams on agentic AI capabilities, integration, and optimisation, promoting a culture of innovation and experimentation.

Solution Design & Enablement

- Lead the creation of solution frameworks and patterns to deliver robust, secure, reliable and governed solutions.
- Translate internal business needs into actionable AI solution designs, focusing on agentic architectures, LLMs, and automation frameworks.
- Lead the development, deployment, and integration of AI agents into internal tools and workflows, including hands-on development and testing.
- Develop and maintain documentation, playbooks, and reusable assets to accelerate internal adoption.

Capability Building

- Mentor and upskill internal teams and consultants on AI technologies, methodologies, and good practices.

- Setup and run internal AI focussed forums, sharing success stories and lessons learned.
- Define and promote standards, governance, and responsible AI practices across the organisation.

Skills & Knowledge

Technical Delivery Skills

- Deep hands-on experience in AI/ML solution development, with a focus on agentic AI (e.g. CoPilot-Studio, LLM-based agents, multi-agent systems, RAG architectures).
- Proficiency in AI/ML frameworks (e.g., TensorFlow, PyTorch, LangChain, OpenAI, Azure AI, AWS Sagemaker).
- Experience with software engineering best practices: CI/CD, DevOps, cloud deployment (Azure, AWS, GCP).
- Understanding of data architecture, MLOps, and solution lifecycle management.
- Ability to convey complex AI concepts in simple terms and tailor presentations to diverse internal audiences.

Leadership & Collaboration

- Proven ability to lead and mentor cross-functional teams.
- Experience managing internal service engagements and ensuring value delivery.
- Strategic thinker with a pragmatic approach to problem-solving.

Desirable Experience

- Prior experience in an internal consulting, enablement, or technical leadership role.
- Exposure to enterprise IT environments and integration of AI agents into business systems.
- Familiarity with responsible AI, data privacy, and ethical considerations in AI deployment.

Behaviours

- Self-motivated, proactive, and takes ownership for delivering agreed outputs and outcomes.
- Collaborative, with the confidence to challenge constructively to achieve the right business outcomes.
- Excellent presentation and training skills with the ability to inspire and educate.
- Passion for continuous learning and staying ahead of AI technology trends.
- Resilient and comfortable working under pressure and to tight deadlines.

Special Circumstances / Other Requirements e.g. travel requirements, working arrangements etc

Hold a full valid UK driving license and willingness to travel when required although largely virtual

About Zellis

We are Zellis Group. The UK and Ireland's leading provider of pay, reward, analytics and people experiences.

Zellis Group consists of five companies - Zellis, Moorepay, elementsuite, Hastee and Benefex - who provide services to different customers and have the autonomy to design and deliver products to meet their unique needs. We are three distinct and successful businesses, but there is power as a group.

Our overall purpose is to *power exceptional employee experiences so you and your people do better.*

Our history

We have over 50 years of heritage and industry experience – and we’ve been ahead of the curve throughout.

More than half a century ago, we were founded as Peterborough Data Processing. Quite a lot has changed since then – not least our name.

We were acquired by Northgate, becoming NorthgateArinso in 2007 and NGA Human Resources UK and Ireland in 2014, where we were joined by Moorepay. In 2018, the UK and Ireland division was sold to Bain Capital and now we operate as a standalone company. In April 2024 Apax bought the Zellis business Group.

After acquiring Benefex, we’re now even better equipped to serve the complex needs of our customers. Elementsuite and Hastee have also been added to the group recently.

In September 2020 we launched Zellis HCM Cloud, the exciting next evolution of ResourceLink, our flagship payroll and HR solution.

We’re proud of our culture

At Zellis we work hard to create a culture where people want to join, belong to, and be part of a progressive organisation. We’re committed to recruiting and retaining a diverse and inclusive workforce that is representative of the customers we serve and the communities we operate in.

Our values, which were defined with input from all of our 2,000 colleagues, are not empty words on a poster. They reflect who we are, and how we operate as a business.



Unstoppable together

We are **inclusive**, celebrate differences and **work together** to achieve exceptional results.



Always learning

We build **expertise** in ourselves and others, always looking for **better ways**.



Make it count

We are **accountable** for what we do and the **impact we have**.



Think scale

We build for the **future**, creating **repeatable**, simple and **scalable** solutions.