Research Software Engineer (Open Philanthropy)

Centre for the Future of Intelligence,
Institute for Technology and Humanity

Closing Date: Sunday 5 January 2025
Job Reference: GO44328

Research Software Engineer

Salary:
£41,421-£55,295 (pro rata)

Contract:
Fixed-Term until 30 September 2026

Location:
Central Cambridge

Faculty / Department:
Centre for the Future of Intelligence, Institute for Technology and Humanity

Working pattern:
Part-time (0.2 FTE)

The University of Cambridge has a Hybrid Working Policy that aims to enable as many staff as possible to work in a hybrid way if they so wish, whilst recognising that some roles will include tasks that can only be performed on University premises.

Role overview

This role is based in the Leverhulme Centre for the Future of Intelligence, a research-intensive institute of the University that is critically dependent upon the effective delivery of IT research services in order to fulfil its academic mission. It is closely aligned to the design and delivery of services to enable the institute's pursuit of its research goals, whilst providing technical leadership in key areas of specialism to ensure that core infrastructure services are able to keep pace with the ever increasing demands of a fast moving institute in a constantly innovating IT context.

CFI is a highly interdisciplinary research centre addressing the challenges and opportunities posed by artificial intelligence (AI), in both the short and long term. CFI is based at the University of Cambridge, with partners in Imperial College London, and UC Berkeley, and close links with industry and policymakers. More information is available at: https://www.lcfi.ac.uk/.

The Software Engineer's main duty will be creating the interface through which the AI agents interact with the tasks and helping with running experiment with baseline agents based on state-of-the-art Large Language Models (LLMs). Further, the Software Engineer will help with designing the overall structure of the benchmark, determining the grading criteria of the tasks and developing the tasks composing the benchmark, which will be adapted from university-level courses or built from new tasks in collaboration with industry professionals.

Role purpose

The project is funded by Open Philanthropy and led by Dr Lorenzo Pacchiardi, in collaboration with Professor Lucy Cheke and Professor José Hernández-Orallo. It is part of a broader portfolio of projects on AI evaluation carried out in the Kinds of Intelligence team at CFI, covering conceptual and applied aspects. For instance, ongoing related projects involve mapping the abilities of AI systems to those required in human employees (funded by Accenture), creating AI evaluation instruments informed by occupational tasks (funded by the OECD). A recently concluded related project involved developing a framework for capability-oriented evaluation of AI systems (funded by DARPA). By being embedded in this team, the Software Engineer will **be** exposed to frontline research and problems in making AI evaluation more rigorous. The Kinds of Intelligence team is also hiring another part-time Software Engineer. We invite you to check the requirements for that one too and apply for the one that best fits you (or both).

Research Software Engineer

Role purpose continued…

The Software Engineer will create the interface through which AI agents will be able to access files and databases in a sandbox, read and write code, interactively execute scripts and Jupyter notebooks, inspect the results, and query external tools (such as a web browser or a human expert). To do so, the Software Engineer will build upon and adapt existing tools and packages.

Further, the Software Engineer will collaborate with other project members in setting up robust procedures for running experiment with baseline agents based on state-of-the-art Large Language Models (LLMs) and logging the results, including using open-source LLMs on GPU computing servers. The Software Engineer will also help with designing the overall structure of the benchmark, determining the grading criteria of the tasks and developing the tasks composing the benchmark, which will be adapted from university-level courses or built from new tasks in collaboration with industry professionals. Finally, the Software Engineer will be an integral part of discussions on the project direction, thus having the possibility to contribute their perspective and gain experience on working in a collaborative research project.

Main Responsibilities

The post holder will be expected to do the following:

Technical specialism

- Develop an interface for AI agents to attempt the benchmark tasks in a sandbox environment allowing the agents to access files, read and write code and interactively execute scripts.
- Set up robust procedures for running experiments with baseline LLM agents and logging the results.
- Set up open-source LLMs on local and University GPU compute clusters.
- Offer advice and consultancy to academic staff to prepare and run experiments on the benchmark tasks, including where necessary making updates to the platform to facilitate that research.

Project management

- Participate actively in project direction discussions, contributing perspectives, technical expertise and insights on overall benchmark design.
- Attend recurrent meetings with the remainder of the team working on this project.
- Define, plan, document and provide input into small projects or sub-projects, alone or with a small team, actively participating in all phases.
- Document the resulting software to ensure ease of use for the remainder of the team and beyond.
- Identify, assess and manage risks to the success of the project from a technical perspective.
- Track and monitor activities and resources used against the project schedule, managing stakeholder involvement as appropriate.

Systems design

- Support with using open-source LLMs on GPU computing servers, by implementing scheduled jobs and handling the operations via remote access (e.g., ssh)
- Build or adapt baseline AI agents using state-of-the-art Large Language Models (LLMs), including the query of external tools.
- Assist in the software engineering issues arising during the development of benchmark tasks.
- Engage with frontline research and problems in AI evaluation as part of the broader AI evaluation projects led by the team.
- Help determining the grading criteria of the benchmark tasks.
- Making sure the developed software is easily usable by researchers with a wide range of technical ability.
- Contribute to decisions relating to the selection of software components.
- Evaluate and undertake impact analysis on software options and assess and manage associated risks.
- Ensure the system design balances functional, service quality, security and research objectives.

Main Responsibilities continued

Database repository design and administration

- Organise, maintain and update repositories (e.g. on github) with code and documentation of the project.
- Create and maintain a website where public info related to the project are available.
- Ensure the benchmark tasks are carefully organised, annotated, and defined using a common format.
- Maintain and apply up to date, specialist knowledge of software engineering concepts, modelling techniques and design principles, and a detailed knowledge of the full range of software options available.

Programming/software development

- Manages virtual machines and sandbox environments where LLM agents can safely operate.
- Handles experimental runs across various computing clusters.
- Effectively leverages existing software packages to make progress faster.
- Take technical responsibility for all stages and/or iterations of software development, providing method-specific technical advice and guidance to project stakeholders.
- Monitor performance and manage change control dynamically, to optimise productivity, accessibility and compatibility.
- Sets local or team-based standards for programming tools and techniques, including security guidelines, and the selection of appropriate development methods.
- Advises on application of standards and methods and ensures compliance.
- Provide advice, guidance and assistance to less experienced colleagues as required.
- Write clean readable code, debug complex problems that span systems.

Problem management

- Initiate and monitor actions to investigate and resolve problems in systems, processes and services.
- Determine problem fixes/remedies.
- Assist with the implementation of agreed remedies and preventative measures, under the direction of the PI.

Performance management

- Provide direction, support and guidance as necessary, in line with individuals' skills and abilities.
- Monitor progress against agreed quality and performance criteria.
- Act to facilitate effective working relationships between team members.

Learning delivery

- Actively contributes to the CFI Community to share knowledge, best practice, and technical expertise.
- Prepares documentation helping novel users to easily and quickly understand how to use the resulting platform to run experiments on LLM agents.
- Guides team members into running experiments with the resulting software package.

Person specification

	Essential	Desirable
Education and Qualifications		
A postgraduate or undergraduate degree in a discipline such as (but not limited to) software engineering, computer science, artificial intelligence, and data science	✓	
Specialist Knowledge and Skills		
Strong programming skills (Python preferred)	✓	
Strong command of the Linux operating system (via Bash)	✓	
Version control systems e.g. Git	✓	
Use of computing servers	✓	
Basic knowledge of machine learning/AI evaluation paradigms (particularly of benchmarking).		✓
Use of GPUs		✓
Handling virtual environments		✓
Creation of Python libraries		✓
Familiarity with state-of-the-art Large Language Models		✓
Familiarity with the data science pipeline		✓
Relevant Experience		
Ability of working independently and as part of a team	✓	
Ability of communicating difficult concepts to team members, both in written form and orally	✓	
Experience with machine learning/AI	✓	
Professional software engineering experience	✓	
Evidence of working at a tactical or operational level to deliver a technology change	✓	
Evidence of developing and applying an understanding of a new technology to deliver business results.	✓	
Evidence of effectively sharing technical knowledge and skill to support the outputs and learning of colleagues and users.	✓	
Experience of working in higher education research or similar complex environment		✓
Additional Requirements		
Strong motivation in line with the goals of CFI and the desire to improve their research skills	✓	
Strong planning skills	✓	
Strong ability to build relationships at all levels of the organisation	✓	
Able to communicate effectively orally and in writing	✓	
Highly proactive, persuasive and enthusiastic	✓	

Declaration on Research Assessment

The University of Cambridge is a signatory to the San-Francisco Declaration on Research Assessment (DORA), and in recruitment or promotion evaluations will assess research on the basis of its merits rather than the journal or venue in which it is published. Applicants should not include Journal Impact Factors or uncontextualized metrics in their applications. Full details are at: https://www.research-strategy.admin.cam.ac.uk/research-policy/DORA

The Leverhulme Centre for the Future of Intelligence (CFI)

The development of AI will be one of the defining themes of our century, and the project of ensuring that we make best use of its opportunities is one that we all face together. Thanks to a £10 million grant from the Leverhulme Trust, in 2016 the University of Cambridge established an interdisciplinary research centre, the Leverhulme Centre for the Future of Intelligence (CFI), to explore the opportunities and challenges of this potentially epoch-making technology, both short and long term.

The Centre is a collaboration with partners at the University of Oxford, Imperial College London, and the University of California, Berkeley. The goal of CFI is to lead the growth of a new interdisciplinary research community to address the opportunities and challenges of machine intelligence.

More information is available at www.lcfi.ac.uk.

The Institute for Technology and Humanity

The Institute is home to three University Research Centres: The Centre for the Study of Existential Risk, the Leverhulme Centre for the Future of Intelligence and the Centre for Human-inspired AI. By integrating cross-centre strengths, facilitating synergies, and catalysing new collaborations, the Institute combines the arts, humanities and social sciences alongside the natural, health and technical sciences in order to address the great issues of our time. More information is available at: www.ith.cam.ac.uk

The School of Arts and Humanities

The School of Arts and Humanities is one of six schools in the University and it is currently comprised of:

- Faculty of Asian and Middle Eastern Studies

- Faculty of Architecture and History of Art

- Faculty of Classics

- Faculty of Divinity

- Faculty of English

- Faculty of Modern and Medieval Languages and Linguistics

- Faculty of Music

- Faculty of Philosophy

- Centre for Research in the Arts, Social Sciences and Humanities

- University of Cambridge Language Centre

- Institute for Technology and Humanity

Combined, these institutions have a total annual budget in excess of £45million, 700 staff and 3,500 students. The School has recently agreed a new strategic plan, which sets out its overarching vision and objectives.

Vision

The Strategic Vision of the School of Arts and Humanities is to retain its position in the world top five. We see this not as a simple metric but as a challenge for which we must foster a culture and practice of openness: to countries and traditions around the globe, to major themes, to new ways of teaching, to diversity in our student intake and staff recruitment, to inclusiveness in our career development, and to the breaking down of structures that prevent us achieving the ambitious goals we set ourselves.

Terms of appointment

Tenure and probation
Appointment will be made on a fixed term basis until 30 September 2026. Appointments will be subject to satisfactory completion of a probationary period which will be set dependant on the length of tenure.

**Hours of Work
and Working Pattern**
The hours of work for the position are part time (0.2 FTE) working 7.4 hours per week.

Pension
You will automatically be enrolled to become a member of USS (Universities Superannuation Scheme) – a defined benefits pension scheme. For further information please visit:
www.pensions.admin.cam.ac.uk

Annual leave
Full time employees are entitled to annual paid leave of 41 days inclusive of public holidays. For new part-time employees, annual leave will be pro rata'd based on days worked.

General information
Pre-employment checks

Right to work in the UK
We have a legal responsibility to ensure that you have the right to work in the UK before you can start working for us. If you do not have the right to work in the UK already, any offer of employment we make to you will be conditional upon you gaining it.

Health declaration
Once an offer of employment has been made the successful candidate will be required to complete a work health declaration form.

Qualifications
The person specification for this position lists qualifications that are essential and/or desirable. Please note that if you are offered the post you will be asked to provide your relevant original certificates of these qualifications.

References - offers of appointment will be subject to the receipt of satisfactory references.

Equality and Diversity

We particularly encourage women and /or candidates from a Black, Asian and Minority Ethnic background to apply for this vacancy as they are currently under-represented at this level within our University.

Information if you have a disability
The University welcomes applications from individuals with disabilities. We are committed to ensuring fair treatment throughout the recruitment process. We will make adjustments to enable applicants to compete to the best of their ability wherever it is reasonable to do so and, if successful, to assist them during their employment. Information for disabled applicants is available at http://www.admin.cam.ac.uk/offices/hr/staff/disabled/

We encourage you to declare any disability that you may have, and any reasonable adjustments that you may require, in the section provided for this purpose in the application form. This will enable us to accommodate your needs throughout the process as required. However, applicants and employees may declare a disability at any time.

If you prefer to discuss any special arrangements connected with a disability, please contact, the School's HR Team on sahhr@admin.cam.ac.uk, who are responsible for recruitment to this position.

The University

The University of Cambridge is consistently ranked one of the best universities in the world, achieving academic excellence through its Faculties, Departments and other Institutions, together with the 31 Colleges.

The University is renowned for its record of discovery and innovation. It is one of the great institutions, with a regional, national and global reach, attracting the very best and brightest minds. Our staff and students shape the world around us for the better: we attract and partner with like-minded people.

Whether contributing to the development of new anti-cancer drugs, adding to the understanding of how black holes are formed, revolutionising the study of ancient settlements, convening academic expertise to offer solutions to the climate crisis, or analysing public attitudes towards democracy around the world, the University's research is remarkable in its breadth, quality and impact. The University also sits at the heart of Europe's largest technology cluster and has catalysed more than 1,500 high-tech companies. And yet what inspires our 24,000 students and 13,000 staff is not what has already been achieved, but what is possible in the future.

The education and experience of our students, based on a partnership between the University's academic Departments and Faculties and the 31 Colleges, is second to none. Every student is a member of one of the Colleges, each a community of students, academics and staff drawn from across the University's comprehensive range of subject areas.

The University is a self-governing community, with a system for decision-making that provides a high degree of accountability and transparency to its members. Each Department and Faculty is part of one of six academic Schools, but each of them, and each individual academic, has a great deal of autonomy. The Colleges are independent and self-governing, working in a symbiotic relationship with the University.

The University has a number of Institutions that are independent of any Faculty or Department and are not part of the academic Schools. These include the Institute of Continuing Education (which provides high-quality education to adults throughout their lives), the Fitzwilliam Museum, Kettle's Yard (an historic house and gallery that holds important collections of modern art) and the University Library. In addition to their diverse contributions to University and public life, these non-School Institutions are also important centres of teaching and research.

Cambridge University Press & Assessment provides academic publishing, examinations and learning materials worldwide, supporting the dissemination of research, academic development at school and in higher education, and international student mobility. Legally, the Press & Assessment is a department of the University. It provides very important funds to invest in the academic purposes of the University.

The University has made truly remarkable contributions to the sum of human understanding, with breakthrough ideas and discoveries that have changed the way we understand ourselves, our planet, and the universe around us. Yet the global and national contexts in which it operates are fast-changing and increasingly filled with uncertainty. In a world that is becoming - politically, economically, socially, and technologically – ever more interconnected but even less equal, the University's mission – "to contribute to society through the pursuit of education, learning and

About Us

The University is one of the world's leading academic centres. It comprises 150 faculties and departments, together with a central administration and other institutions. Our institutions, museums and collections are a world-class resource for researchers, students and members of the public representing one of the country's highest concentrations of internationally important collections.

The University has an annual income of £2 billion. Research income, won competitively from the UK Research Councils, the European Union (EU), major charities and industry, exceeds £500 million per annum and continues to grow.

The Colleges and the University remain committed to admitting the best students regardless of their background and to investing considerable resources both in widening access and financial support. The 31 Colleges are self-governing, separate legal entities which appoint their own staff. Many academic staff are invited to join a College as a Teaching Fellow, which provides a further social and intellectual dimension. The Colleges admit undergraduate students, provide student accommodation and pastoral support and deliver small group teaching for undergraduates.

The University awards degrees and its faculties and departments provide lectures and seminars for students and determine the syllabi for teaching.

Our instinct for seeking out excellence and setting up enduring and mutually beneficial collaborations has led us to establish strategic partnerships across the globe. Whether it is the successful Cambridge-Africa Programme involving universities in Ghana, Uganda and elsewhere on the African continent; or the close association with the government of India to pursue new research in crop science; or the creation, with Germany's Max Planck Institutes, of a Cambridge-based centre for the study of ethics, human economy and social change – international partnerships are now an inextricable part of the University's make-up.

"Through its outstanding education, research and innovation, the University of Cambridge has made - and continues to make - a lasting contribution to human knowledge and is flourishing. By working at the University of Cambridge, you will be joining a vibrant community of students, scholars and professional services staff, committed to supporting and enhancing the University's mission to contribute to society."

Professor Deborah Prentice,

Vice Chancellor, 2023

Working at the University

Working at Cambridge you will join a diverse, talented and innovative community, with more than 24,000 students and over 13,000 staff from all walks of life and corners of the world.

The University continually explores strategies to attract and retain the best people. It is committed to supporting its staff to achieve their best. We are a fair, diverse and inclusive society and we believe our staff are our greatest asset. There is strong commitment to developing institutional leadership and supporting and encouraging staff development at all levels.

We offer a variety of roles including academic, research, professional, managerial and support roles. We also offer extensive benefits and excellent learning opportunities within a stimulating working environment.

The University's estate is undergoing the most significant transformation in its history. Cambridge has been able to create a new science and technology campus to the west of the city centre, and is now expanding further to the north west of Cambridge including investing in affordable homes for University key workers and community facilities. Even with our continued development, the University remains within walking or cycling distance across the campus. The University is a major partner on the Cambridge Biomedical Campus and we continue to redevelop our historic city centre sites demonstrating our determination to ensure that we can offer the best facilities and opportunities for our staff and students.

Equality & diversity

The University has built its excellence on the diversity of its staff and student community. We aim to be a leader in fostering equality and inclusion, and in promoting respect and a sense of belonging for all. We encourage applications from all sections of society. All appointments are made on the basis of merit. We have an Equal Opportunities Policy, along with a range of diversity groups, including the Women's Staff Network, Race Equality Network and LGBT+ Staff Network. More details are available here: http://www.equality.admin.cam.ac.uk/

The University has a bronze Race Equality Charter award, with a framework for improving the representation, progression and success of minority ethnic staff and students within higher education. Furthermore, the University's silver Athena swan award recognises and celebrates good practice in recruiting, retaining and promoting gender equality.

Living in Cambridge

Cambridge is rich in cultural diversity. From beautiful University and College buildings, museums and art galleries, quaint gardens and punts on the River Cam, to a vibrant restaurant and café scene, our employees are surrounded by the wonderful features of this unique city.

You can find a wide-range of high street shops and 3 shopping centres, with independent alternatives at the historic market and nestled within the passageways in the city centre. You will find a cinema, bowling alley, a nightclub and various live performances at the Cambridge Leisure Park, with further entertainment options at the Corn Exchange, Arts Theatre and the ADC Theatre. Further information can be found on the Visit Cambridge website.

If you prefer the faster pace of life, London is a 45-minute train journey away. For those travelling from overseas, Stansted Airport is just 45 minutes away and Heathrow Airport under 2 hours away. The University is a short distance from a host of other attractions such as Ely Cathedral, Newmarket Races and various wildlife parks and stately homes. Cambridge is also within easy reach of the beautiful Broads and coastlines of Norfolk and Suffolk.

Relocation Support

The University recognises the importance of helping individuals to move and settle into a new area. We provide support and guidance to those relocating internationally or domestically to take up a post at the University of Cambridge, liaising with other University offices and selected partners to ensure comprehensive relocation support is available. This includes: accommodation, childcare, schools, banking, immigration and transport. If you would like further information, please visit https://www.accommodation.cam.ac.uk/RelocationService/. The Shared Equity Scheme and the Reimbursement of Relocation Expenses Scheme provide financial assistance to qualifying new members of staff with the costs of relocating to Cambridge.

Accommodation Service

The University Accommodation Service helps staff, students and visiting scholars who are affiliated to the University in their search for suitable accommodation in Cambridge. The dedicated accommodation team can provide access to a wide range of University-owned furnished and unfurnished properties, and has a database of private sector accommodation available for short and long-term lets. For further information and to register with this free service please visit: https://www.accommodation.cam.ac.uk/

What Cambridge can offer

We offer a comprehensive reward package to attract, motivate and retain high performing staff at all levels and in all areas of work.

The University offers a wide range of competitive benefits, from family leave entitlement, to shopping and travel discount schemes. Our generous annual leave package contributes to the positive wellbeing of our University employees. Sabbatical leave enables academics to focus on research and scholarship, whilst still maintaining their full salary. The University also has a career break scheme for academic and academic-related staff, with additional flexible working policies for all other staff.

Pay and benefits

The University salary structure includes automatic service-related pay progression in many of its grades and an annual cost of living increase. In addition to this, employees are rewarded for outstanding contribution through a number of regular pay progression schemes. The University offers attractive pensions schemes for employees, with an additional benefit of a salary exchange arrangement providing tax and national insurance savings.

CAMbens employee benefits

The University offers employees a wide range of competitive benefits, known as CAMbens. CAMbens offers something for everyone across a range of categories, including:

- Financial Benefits, including shopping discounts (both local and national) and a Payroll Giving scheme;

- Relocation and Accommodation Benefits, including relocation assistance and interest-free Rental Deposit Loans;

- Travel Benefits, including Cycle to Work, discounts on train season tickets and interest-free Travel to Work loans;

- Family Friendly and Lifestyle Benefits, including support with childcare and family friendly policies;

- Health and Wellbeing Benefits, including a University Staff Counselling Service, discounts at the University Sports Centre, and other local gyms, and healthcare schemes.

What Cambridge can offer

Family-friendly policies

The University recognises the importance of supporting its staff. We have a range of family-friendly policies to aid employees' work-life balance including a generous maternity, adoption and shared parental leave entitlement of 26 weeks' full pay, and paid emergency leave for parents and carers.

Other family-friendly support includes:

Our highly regarded workplace nurseries, a childcare salary exchange scheme and a high-quality holiday Playscheme are available to help support University employees with caring responsibilities (subject to demand and qualifying criteria). Further childcare information can be found here: https://www.childcare.admin.cam.ac.uk/

The Newcomers and Visiting Scholars Group (https://www.nvs.admin.cam.ac.uk/) is an organisation within the University that welcomes the partners and families of visiting scholars and new members of the University. Run by volunteers, the group offers opportunities to visit interesting Cambridge venues, learn about the community, take part in social events and gain local knowledge while developing a strong support network of both residents and other newcomers.

Your wellbeing

The University's Sport Centre, Counselling Services and Occupational Health are just some of the support services available to University employees to promote their physical and mental wellbeing. The University delivers The Festival of Wellbeing annually, which is a programme of stimulating talks and activities, which aim to promote wellbeing and good mental and physical health. The University also hosts the Cambridge Festival, which is a great opportunity to get your first taste of public engagement, through volunteering, supporting hands-on activities or proposing a talk.

Development opportunities

We support new employees to settle in through various activities as well as supporting their professional and career development on an ongoing basis. Our Personal and Professional Development (PPD) team provide development opportunities for all University employees, including face-to-face sessions, online learning modules and webinars. All employees also have unlimited access to LinkedIn Learning to support their development. Both new and existing employees can undertake funded Apprenticeships, which lead to a range of vocational and professional qualifications. We offer reduced staff fees for University of Cambridge graduate courses and the opportunity to attend lectures and seminars held by University departments and institutions. A range of University training providers also offer specialist learning and development in their own areas e.g. teaching and learning, digital literacy, finance, health and wellbeing, safety.

How to Apply

Applications should be submitted online via the University of Cambridge jobs page www.jobs.cam.ac.uk by clicking "Apply online" in the job advert. You will need an email address to register for our online system.

Conversations about flexible working are encouraged at the University of Cambridge. Please feel free to discuss flexibility prior to applying (using the contact information below) or at interview if your application is successful.

In order for your application to be considered, please complete an online application and email the following documents to the Schools HR Team sahhr@admin.cam.ac.uk

• Curriculum Vitae (CV)

• Covering letter of no more than 500 words explaining your interest in the position and outlining how you meet the criteria set out in the person specification within the further particulars; in the covering letter, you can optionally include a link to a coding project you carried out and you believe demonstrates your programming ability

• Contact details of **two referees** who are familiar with your work

If you upload any additional documents which have not been requested, we will not be able to consider these as part of your application.

Informal enquiries are welcomed and should be directed to Dr Lorenzo Pacchiardi on lp666@cam.ac.uk. If you have any queries on the application process, please contact the School's HR Team on sahhr@admin.cam.ac.uk.

The closing date for applications is midnight (GMT) on **Sunday 5 January 2025.** Interviews are planned for the week commencing 20 January 2025, subject to change.