

Enterprise AI Adoption Lead (12 months contract)

Location: Onshore Aberdeen, opportunity for hybrid working

Salary: Competitive

Date Posted: Thursday, 09 July 2026

Closing Date: Thursday, 16 July 2026

The Role

At Serica Energy, we see Artificial Intelligence as a powerful enabler of smarter, more efficient ways of working. As our Enterprise AI Adoption Lead, you will lead the deployment and adoption of Claude Enterprise across the business, taking it from an approved technology decision to a fully embedded and measurable capability.

Working within the Digital Centre of Excellence, you will be responsible for the end-to-end rollout of Claude Enterprise, guiding the deployment through agreed governance processes while ensuring colleagues have the tools, knowledge and confidence to use AI effectively and responsibly. Your focus will be on delivering real business outcomes, not simply increasing licence usage.

Collaboration will be at the heart of the role. You will work closely with teams across Serica to identify valuable use cases, build practical AI-enabled workflows and help embed Claude Enterprise into day-to-day activities. Through strong Communication and Respect, you will engage with stakeholders at all levels, creating understanding, trust and enthusiasm for new ways of working.

You will design and deliver onboarding, training and enablement programmes tailored to different user groups, building a network of AI champions who can support sustainable adoption across the business. Through Learning, you will help develop internal capability and foster confidence in the use of Generative AI technologies.

Operating within Serica's AI governance framework and acceptable use policies, you will ensure Claude Enterprise is adopted safely, responsibly and effectively. We are looking for someone who demonstrates Empowerment & Accountability, taking ownership of delivering measurable business value, supporting behaviour change and transferring capability to Serica teams so success continues beyond the life of the contract.

What we are looking for in potential candidates:

We're looking for a highly experienced AI adoption and change specialist who can combine technical understanding with strong business engagement skills.

Key Responsibilities

- Lead the end-to-end deployment and adoption of enterprise AI capabilities across Serica.
- Identify, prioritise and enable high-value AI use cases with business stakeholders.
- Design and deliver practical onboarding, training and user enablement programmes.
- Build engagement networks and champion communities that support long-term adoption.
- Ensure AI deployment aligns with governance requirements, policies and responsible use principles.

- Measure, track and demonstrate the business value delivered through AI adoption initiatives.

Experience & Qualifications

- Proven experience leading enterprise-scale AI, digital transformation or SaaS adoption programmes.
- Demonstrated track record of delivering measurable business outcomes through technology adoption.
- Strong working knowledge of Generative AI platforms such as Claude, Copilot, ChatGPT or similar tools.
- Experience designing and delivering training, change management or user adoption programmes.
- Ability to influence and engage stakeholders across all organisational levels, including senior leadership.
- Experience within energy, regulated industries or AI governance environments would be advantageous.

Next Steps

If, having read the information above, you would be interested in a conversation to take things forward, the next step is to contact Alan.Patterson@orioneng.com at Serica's Recruitment Partner, The Orion Group.

Please note that applications for this role will be managed by our recruitment partner, the Orion Group. By submitting your application, you acknowledge that your personal data will be shared with and processed by Orion for the purposes of recruitment. For queries or to exercise your data protection rights, you can contact Orion at marketing@orioneng.com. Further information on how your data is used can be found in their [Privacy Policy](#).

JOB DESCRIPTION

Job Title:	Enterprise AI adoption Lead (Contract)
Department:	IT, Digital & Data
Onshore/Offshore:	Onshore
Location:	Aberdeen
Reports to:	Digital Transformation Manager

Role Purpose

The Enterprise AI adoption Lead will lead the deployment of Claude Enterprise across Serica, taking it from an approved decision to measured adoption in the business. The role gives the Digital Centre of Excellence (DCoE) dedicated delivery capability to run the rollout while the CoE holds the governance.

Engaged on a contract basis, the role runs the deployment end to end: sequencing the rollout through the agreed governance gates, standing up onboarding and training, building a champions network, and driving day-to-day use against defined use cases. It operates within Serica's GenAI Acceptable Use Policy and the guardrails set with IT, Digital & Data and Legal.

The measure of the role is changed working practice, not seats issued. The postholder is accountable for adoption, for a defensible account of the time saved, cost avoided or value enabled, and for transferring the capability to Serica staff and champions so the deployment sustains once the contract ends.

Areas of Responsibility

Geographical Span:	Serica Assets
Budgetary Responsibilities:	No
Direct Reports:	No
Travel Required:	Occasional as required

Main Tasks

Please note that this list of duties is not exhaustive, and employees will be expected to undertake reasonable duties commensurate of their role and grade.

Deployment Planning & Sequencing

- Own the end-to-end Claude Enterprise deployment plan, from the current seat base to general availability
- Sequence the rollout through the agreed governance gates and the AI policy approval
- Define the phasing, cohorts and entry criteria for each wave of users

- Track progress, risks and dependencies and report to the Digital Transformation Manager and the Data & AI SteerCo

Onboarding, Training & Enablement

- Design and run onboarding for each user cohort, tuned to role rather than one-size-fits-all
- Build practical training on prompting, priority use cases and safe use under the Acceptable Use Policy
- Produce guides, playbooks and reference material staff can use without support
- Set up a clear support route for questions, feedback and troubleshooting during rollout

Use-Case Enablement & Adoption

- Identify and prioritise high-value use cases with business owners across the units
- Convert priority use cases into repeatable workflows and shared prompt patterns
- Work directly with teams to embed Claude into day-to-day tasks, targeting changed practice over trial use
- Remove blockers to adoption, whether technical, procedural or behavioural

Governance, Policy & Safe Use

- Deploy within Serica's GenAI Acceptable Use Policy and the guardrails set with IT and Legal
- Set out acceptable and unacceptable data use in plain terms staff can follow
- Coordinate seat provisioning and access with IT, including Board and executive access where approved
- Flag policy gaps and risks to the Digital Transformation Manager as the rollout widens

Measurement & Business Impact

- Define the adoption and value measures for the deployment before scaling
- Baseline current practice and track adoption, active use and depth of use by cohort
- Produce a defensible account of time saved, cost avoided or value enabled, tied to real processes
- Report impact to the Digital Transformation Manager and the Data & AI SteerCo to inform the scale decision

Change, Champions & Handover

- Build and support a network of champions across the business units
- Run the communications and change activity that shifts behaviour, working with the CoE
- Transfer the deployment, playbooks and champion model to Serica staff to reduce reliance on contract capability
- Support transition to permanent ownership of Claude adoption as the deployment matures

Professional/Educational Requirements, and Behavioural Skills	
Essential:	• Proven experience leading enterprise deployment and adoption of AI or SaaS tools at scale in complex organisations • Track record of driving measured adoption and business impact, not just rollout completion • Strong working knowledge of generative AI tools (Claude, Copilot, ChatGPT or similar) and practical use cases • Ability to operate hands-on in an early-stage function while influencing senior stakeholders
Desirable:	• Experience in energy, oil & gas or other asset-intensive, regulated sectors • Familiarity with Anthropic Claude Enterprise or comparable enterprise AI platforms • Experience running change, training and champions programmes for new technology • Exposure to AI governance, acceptable use policy and data protection considerations
Behavioural Skills	
Essential:	• Adoption-focused, judged on changed working practice rather than activity • Confident communicator able to train and win over both frontline and senior audiences • Pragmatic, designs the rollout for Serica's size and maturity rather than over-engineering it • Naturally collaborative and able to build trust quickly across business and technical stakeholders • Comfortable operating in ambiguity within a newly forming function