

Start and end dates	Interview date
End of June to 31 July 2022	Friday 03 June
Duration of role	Salary
140 hours	£9.90/hour
Working pattern	Number of roles available
Flexible, by arrangement	2 / 3
Location	Deadline for applications
Bristol: University and City Centre, LBG, some work can be undertaken remotely	12 midday, Thursday 26 May 2022
Eligibility	
<p>To apply for the role of Research Assistant through the <a href="#">Civic Research internship programme</a> you must:</p> <ul style="list-style-type: none"> <li>• be a current undergraduate student in the Faculty of Social Sciences and Law; OR</li> <li>• be a recent graduate (within six months of graduation) of an undergraduate degree in the Faculty of Social Sciences and Law.</li> </ul> <p>For further details, including a full list of eligible programmes, please visit our <a href="#">website</a>.</p>	

1. Project overview
<p>The research aims to investigate intergenerational diversity in Lloyds Banking Group (LBG). The organization has already undertaken preliminary work, establishing an extensive network of younger and older employees and exploring what the main barriers are to constructive and harmonious multi-generational working. The emerging issues are, in part, based on established stereotypes, e.g. older workers are not good with technology. Underpinning many of these is a lack of clear and open means of communication between younger and older workers that can make joint working difficult and marked by friction. Building on the already established intergenerational network within LBG, this research aims to:</p> <ol style="list-style-type: none"> <li>Establish an up-to date and complete overview of what the workforce see as the issues relating to intergenerational working</li> <li>Explore means to overcoming these issues</li> <li>Discuss ways in which a multi-generational workforce can be established as a strength and strategic advantage for LBG.</li> </ol>

The overall research questions to be addressed are:

- i. How can LBG support people to work better when they are working in multi-generational teams?
- ii. What can LBG do to retain and retrain a multigenerational workforce?

## 2. Role description

The University of Bristol research team (UoB RT) will consist of the two/three students and Dr Vanessa Beck. They will work together on all of the following aspects with the students taking a (supported) lead in the empirical research and data collection.

1. survey of all LBG staff on issues relating to intergenerational conflicts, training, communication and possibilities for joint working: to be drafted by UoB RT in discussion with LBG
2. analysis of survey results by UoB RT: quantitative and qualitative elements
3. write up findings in a report for LBG: members of UoB RT to take lead on different sections based on expertise and interest
4. ongoing communication with contacts in LBG throughout the research project
5. there is potential for UoB RT to write an anonymized publication or policy briefing based on the research findings.

## 3. Person specification

- Above all, applicants should have an interest in research, with additional awareness or curiosity about intergenerational issues

Both roles require interest in, and ideally familiarity with:

- Quantitative methods (for carrying out online survey administration)
- The ability to interact with range of non-academic stakeholders
- Qualitative research skills (for carrying out qualitative data analysis)

Successful candidates will demonstrate the following **essential** criteria:

- strong information gathering skills and ability to gather, assimilate and analyse information quickly and accurately, with a strong attention to detail.
- good written and verbal communication skills and is comfortable communicating with academic and business stakeholders.
- being reliable and trustworthy
- being self-motivated, even under a remote-working/working-from-home scenario,
- resilience to cope with challenges presented by empirical research process

In addition, **desirable** criteria:

- experience in preparing business-facing reports;

#### **4. Overview of induction and ongoing support/supervision**

There will be two start-up meetings: one of the UoB RT to get to know each other and establish interests and working preferences, and another with the contacts at LBG. Following these, there will be regular weekly meetings of the UoB RT, as well as additional contact as required. There will also be regular bi-weekly meetings with LBG that students will be expected to participate in.

#### **5. Additional info**

The roles will require the successful candidates to work remotely from time to time and have access to a laptop or computer and internet connection. If you need support in any of these areas, please email [fssl-pln@bristol.ac.uk](mailto:fssl-pln@bristol.ac.uk) when you submit your application.

For a detailed outline of the application process, tips for applying and links to application and interview support provided by the Careers Service see our [Civic Research Internship Research Assistant guidance document](#).

Any questions please contact the Professional Liaison Network – [fssl-pln@bristol.ac.uk](mailto:fssl-pln@bristol.ac.uk)