

Research Intern (Find a Solution 2024)

This internship is part of the Find a Solution programme which brings together current students and local Third Sector organisations to tackle issues of strategic importance through projects that will have a lasting impact.

The role will be for a total of 160 hours, to be worked flexibly between June and August (to be discussed with successful candidate). The role is only open to PGR students from the College of Social Sciences.

About Us

Generations Working Together (GWT) – Scotland’s national centre of excellence for **intergenerational practice (IP)**. A capacity-building & membership organisation (4,094 members to date), we work locally & nationally to support its development, improvement & integration. Our vision is to live in a Scotland where different generations are more connected, & everyone has opportunities to build relationships that help to create a more inclusive society. We raise awareness, build understanding of IP & its impact, provide training & resources, organise learning events & facilitate networks to enable high quality intergenerational activity to take root on the ground & flourish. We do pilots to support IP in new contexts. We participate in research projects & work with international partners.

Intergenerational work – relationship-based projects, activities & events where people of different generations, who might not otherwise meet, do things together in positive & creative ways. It means activities which purposefully ignore, remove or break down social, environmental, cultural or institutional barriers between generations, challenging ageism, making space for older & younger people to meet naturally, get to know each other, share ideas, pass on &/or learn new skills, work together to identify solutions to problems & address challenges in their communities, while forging relationships & friendships, all generating mutual benefit.

The multi-generational workforce – there are up to 5 generations working today. Ageism affects both older & younger people. It reaches into the workplace where problems result around people & culture, such as stereotypes & assumptions about

colleagues from different generations that may not be in line with their reality, language & communication, team-work, knowledge- & skill-sharing, job satisfaction & progression opportunities. Yet, it's not just about challenges, a multi-generational workforce also presents opportunities for organisations & their people, younger & older.

Role description

The focus is research. You'll do **desk research**, drawing on publicly-available sources, & **primary research** with some employers to build a picture of age-diversity in the workplace, gauge the nature & extent of age awareness in the workplace today in Scotland, & identify the implications & challenges that come from having a multi-generational workforce – for companies, staff & wider Scottish society.

You'll be supported to lead the work, designing the project & research materials (eg questions, schedule, fieldwork consent, format for stage 1 & stage 2 data-recording, analysis & write-up, & final report), carry out desk research & fieldwork, do a thematic analysis of the data you collect, & write a report on the process & findings. Within an agreed plan, you'll be expected to work independently on the research & practical project management, organising each stage of your project (eg setting up online interviews/focus groups). **A good level of support will be provided**, with 1-to-1 time set aside each week.

The internship will be for **20 hours per week (flexible) – 160 hours over 8 weeks, between June & August 2023**. You'll work mainly in the office (Glasgow city-centre) so you're with others (also giving you some informal support), but some home- or university-based days can be agreed. Working days & location/s will just need to be agreed each week in advance.

This internship is a chance to do a new project of real strategic value in an emerging field – in academia, at the grassroots, in policy – local, national & global. You'll research age diversity & age awareness in the world of work, & the challenges of a 5 generation workforce in Scotland today – for businesses & employees. You'll get to use your current knowledge & skills, learning lots more along the way.

Come join us. We look forward to welcoming you to our team.

What makes this internship stand out? (training, benefits etc)

This internship/project will give you a strong learning & development opportunity – a chance to be responsible for a full piece of work from start to finish, work experience in the third sector, a strong output you can put on your CV. You'll learn about intergenerational practice, the workplace, the multigenerational workforce & the business sector in Scotland – all really useful as you start your own career.

You'll be able to develop own learning to first understand the global picture – before undertaking stage 1 (desk) research re what is happening in Scotland – gaining insight about the challenges of multiple generations in the workforce & an overview of the wider conversations taking place in this area. We'll guide you in what to research/read in the first instance.

We'll want you to have the opportunity to 'own the work', collaborating with us to help shape the project. We are open to considering new ideas you want to suggest to help strengthen the quality of the research & its potential application, and to your being proactive in identifying findings, making recommendations eg about how GWT can best make use of the learning.

You'll get to work in a friendly team, happy to respond to questions, & share their knowledge & experience which will give you opportunities for additional learning.

You'll be welcome to attend team meetings (bi-monthly).

You'll have the option of free access to our 5 online modules (study outwith project time).

Your work will be an invaluable gift to GWT – this is a project of significant strategic & longer term value to us – & we commit to apply the learning from your research.

Length of Internship (in weeks)

8 weeks

Starting month

June

Paid or voluntary

Paid

Is the internship part-time or full-time?

Part time

For part-time roles, how many hours will the student work per week?

20 hours per week

Registered charity?

Yes

Charity Number:

SC045851

Required Year Group

Postgraduate researcher

Targeted College

College of Social Sciences

Required Degree Discipline

Any, with relevant experience & knowledge eg business studies, sociology, psychology, politics, education.

The essential criteria for the role are

E1. Open-minded & curious

E2. Strong research knowledge & skills

E3. Strong critical & analytical skills

E4. Writing skills, with experience of producing written material

E5. High level of confidence and interpersonal skills (enough to contact strangers, ask them questions & lead a discussion)

E6. Planning, organising & project management skills and ability to work to timelines

E7. Experience with Microsoft packages (Office 365, Word, Excel, Outlook)

The desirable criteria for the role are

D1. Innovative & creative in your approach to the work you do

D2. Facilitation skills

D3. Database management experience
