

UBEL DTP PhD Studentship

Industrial Challenges Studentship: 2017

Title	Improving gender balance in the leadership of major projects through 'whole systems' change
Application Deadline	15 September 2017
Lead Supervisor	<p>Primary supervisor: Prof. Caren Levy (c.levy@ucl.ac.uk) Secondary supervisor: Dr. Grant Mills (g.mills@ucl.ac.uk)</p> <p>Host department/institution: The Bartlett Development Planning Unit and Bartlett School of Construction and Project Management.</p>
Funding Availability and Award	<p>This full-time PhD studentship is jointly funded by the ESRC UCL, Bloomsbury and East London Doctoral Training Partnership and [name of organisation]. Funding covers university course fees, an annual maintenance stipend (currently £16,296 per annum) and limited training and research expenses.</p> <p>RESIDENCY REQUIREMENTS: ESRC studentships are open to all UK applicants. Applicants are also eligible for a studentship if they have been an ordinary resident in the UK for three years prior to the start of the studentship grant. For instance, if the applicant applies for a studentship to start in October 2017, they must have resided in the UK since October 2014. Please note: if the applicant is from an EU-country, these three years may include time spent studying however if the applicant is from outside the EU (international), these three years cannot include time spent studying at a Higher Education institution.</p> <p>For more details, please read the ESRC UBEL DTP residency guidelines: https://ubel-dtp.ac.uk/eligibility-2/</p>
General Description	<p>Fifteen years ago, you could not help but notice the absence of women in the leadership teams of important flagship projects in the UK. Five years ago, women and their colleagues started talking more about their experiences and two years ago, the Bartlett started to provide critical reflection on large scale national project 'systems' - government, industry, professional bodies, project leaders - to ask the question collectively; "where are the women in major projects leadership in the UK?" The objectives of this research are to: (1) Analyse and evaluate the current theoretical frameworks which are intended to explain the gender imbalance in major projects leadership; (2) Evaluate the effectiveness of current organisational strategies and practices employed to improve gender balance; (3) Consolidate a 'learning community' through a longitudinal,</p>

	<p>participative action research consortium with major project enterprise partners; (4) Track and monitor progress of organisational strategies through the establishment of inter-organisational learning set benchmarks, and contributing intra-organisational research insights in order to adapt strategies over time; (5) To identify & share the most effective strategies and practices for improving gender balance in organisations, projects enterprises and the 'whole system'.</p>
<p>Person specification</p>	<p>This research will apply an ethnographic action research approach to understand gender balance in large national projects in the UK. The successful applicant will have proven knowledge of gender relations in society and its organisations, and experience of working with organisational development will be an advantage. The successful applicant will shadow organisational change processes in each collaborating organisation and initiate focus groups and learning sets to allow inter-organisational learning to take place between the participating organisations. Inter-organisational learning sets will be facilitated by the successful student and so they must have skills in listening, reflecting back, questioning and empathy. The content of the inter-organisational learning sets will change throughout the study as collaborating organisations instigate their own change strategies and encourage intra-organisational learning and so the student must be professional and adaptive. The aim will be that inter-organisational learning sets become self-facilitating over time and will identify and share the most effective strategies and practices for improving gender balance in projects, project enterprises and wider 'whole system'. The successful applicant will need networking and communication skills to enable them to work closely with key partners to share their experience with a wider community of practice. Specifically, knowledge will be exchanged with the Major Projects Association (MPA) and APM Women in Project Management Specific Interest Group (WiPM SIG) to increase the studies impact.</p>
<p>How to apply</p>	<p>Please submit applications to Dr Colin Marx (c.marx@ucl.ac.uk), Director of DPU's PhD Programme, in the following format:</p> <ul style="list-style-type: none"> • A CV, including full details of all University course grades to date. • Contact details for two academic or professional referees (at least one academic). • A personal statement (750 words maximum) outlining (i) your suitability for the project with reference to the description in the person specification, (ii) what you hope to achieve from the PhD and (iii) your research experience to-date. <p>Applications must also be accompanied by an online application to be enrolled on the Bartlett Planning Development Unit PhD programme. Go to the online application page to make an application: http://www.ucl.ac.uk/prospective-</p>

	students/graduate/research/degrees/development-planning-mphil-phd
Interview / Start date	Friday 22 September 2017. Applicants must be able to start October 2017. They could start part-time but move to full-time in January.