

Oliver Bates

responsible tech, design, research, facilitation, data juggler, games, consultancy



[LinkedIn](#)

[Google Scholar](#)

[Personal site](#)

o.bates@me.com

Skills

User Research / Service Design / Facilitation / Co-Design / Data Science / Ethics / Qualitative Research / HCD / Quantitative Research / Design Fiction / Design Research / Critical Design / Games Design Grant writing / Project Management / Agile / Data Analysis / Data Visualisation / Visual Design / Ethics / Data Management / Data Pipelines / Strategic Insights / Collaboration / Systems Change / Teaching / Mentorship / Prototyping / Wireframing

Education

PhD Human-Computer Interaction (Computer Science)
2015 / Lancaster University / Sponsored by Microsoft Research

BSc Computer Science
2011 / Lancaster University

PROFILE

I am a design and tech researcher. I love facilitating design processes with people, data and ethical processes. I often see things that other's don't. I harness critical and equitable practices to champion the experiences of people throughout design and delivery. I am a reflexive practitioner, always learning new methods and growing my practice. I hold space through discomfort and misalignment. I help project teams get unstuck and build processes to get to their destination. My domain expertise spans energy, sustainability, social justice, and labour platforms.

EXPERIENCE

Director @ [fractals co-op](#) | 2021 — Present

As a Director I am responsible for the full lifecycle of design projects, from lead generation to postmortem. We use an equity centred approach that is bespoke to the needs of our clients. We see things that others don't, helping out clients get unstuck, and question assumptions. My main responsibilities are:

- Lead the end-to-end design and research processes
- Designing, critiquing and evaluating services
- Collaborating on multidisciplinary and agile project teams
- Facilitation, workshops, design sprints, and journey mapping
- Continued mentorship, support and training
- Validate solutions with users, using both qual. and quant. methods.

Partner @ [Cetis LLP](#) | 2019 — Present

Cetis LLP is a technology consultancy specialising in learning, education and training. My main responsibilities are:

- Leading human-centred research in client projects
- Qualitative and quantitative research
- Data analytics and visualisation

Research Fellow @ [Lancaster University](#) | 2021 — Present

Lead Researcher involved in the whole research process from concept to delivery on data science and HCI projects. My responsibilities are:

- Lead, design, and deliver research projects
- Development of new research theory and methods
- Recruitment and management of research team
- Project Management, bid development and grant management
- Publishing and presenting
- Fostering collaborative and inclusive multidisciplinary spaces

Senior Research Associate @ [Lancaster University](#) | 2019 — 2021

Research Associate @ [Lancaster University](#) | 2016 — 2019

Software Developer @ [Chalmers University](#) | 2015 — 2016

Doctoral Researcher @ [Lancaster University](#) | 2011 — 2015

Software Engineer @ [Knowledge Business Centre](#) | 2013

Assistant Lecturer @ [Lancaster University](#) | 2011 — 2014