

UKRI policy fellowships 2025: fellowship position

Fellowship title: Home Office Criminal Justice System strategy analysis fellowship

Fellowship type: Core policy fellowship

Host organisation: [Home Office](#)

Host team: Criminal Justice System (CJS), Victims Analysis Team, Crime Analysis Unit

Summary: effective detectives: examining the relationship between changes in investigative resources and crime outcomes

Policy topic: policing and criminal justice

Research Council: ESRC

Academic discipline(s): sociology, criminology, geography, psychology and social sciences

Research career stage: open to early and mid-career researchers

Fellowship structure

Inception phase:

Estimated Start Date: February 2026. Exact date to be confirmed by the host depending on onboarding and security clearance requirements

Duration: three months

FTE: 0.4 FTE

Main placement phase:

Duration: 12 months

FTE: 0.6 to 1 FTE

Knowledge exchange phase:

Duration: three months

FTE: 0.4 FTE

Work arrangements

Location requirements: London, Croydon or Sheffield, with some flexibility

Hybrid working: our current working model is a minimum three days a week in one of the office locations. There may be some flexibility on this, however, there are clear benefits to working in the office environment. Eligible Travel and Subsistence costs are supported in the main UKRI grant. Please see full call text and guidance for more details

Security clearance: Security Check (SC) clearance. The process of gaining SC clearance can take up to several months. Please see [National security vetting: clearance levels](#) for further information

Fellowship description

We are offering a fellowship opportunity to work in the CJS, Victims Analysis team in the Crime Analysis Unit in the Home Office. You will work closely with policy colleagues, researchers, analysts and other criminal justice stakeholders such as the National Police Chiefs' Council, Ministry of Justice, Crown Prosecution Service (CPS), and individual police forces to help build the evidence base around the relationship between changes in investigative resources and outcomes. In particular, you will lead a project that aims to better understand whether changes in investigative resources leads to changes in charge volumes in cases which are submitted to the CPS for a charging decision. The design and execution of the project will involve close joint working with several members of the analytical team in the Home Office. During the inception phase the successful fellow will be able to collaborate with analysts and policy officials to codesign the research plan for the main placement phase of the fellowship. The fellow

will be able to draw on their unique expertise and interests to address the research needs of the Home Office. The work will involve designing and executing a research project in this high-profile area, drawing on both quantitative and qualitative methods.

Research problem and context:

The planned research takes place against the background of marked reductions in charge volumes in England and Wales. It is difficult to assess what factors are driving the fall in charges, but no one single factor is thought to have led to the decline. [Wider academic research](#) on effective investigations suggests that a wide range of factors may be influential.

A small evidence base exists on the relationship between changes in investigative resources and case outcomes. However, this mainly draws on a US evidence base which focuses primarily on outcomes for gun-related homicide cases. We would like to develop an England and Wales based project to examine this relationship further and extend it to look at the impact of changes in resources in non-fatal cases submitted to the CPS for a charging decision.

The fellow will be responsible for leading the development and delivery of a small empirical study in this area. The role will involve designing a practical and robust study, collecting data, analysis and reporting. The role will necessitate working closely with a multidisciplinary team of analysts, internal and external policy officials and police officers. The Home Office has routine data collections on crime outcomes that could be drawn upon as part of the proposed study. We also have links with the CPS and their analysts.

Outputs:

We anticipate that the project will make an important contribution to expanding the evidence base in this area. The expected outputs of the fellowship are likely to include:

- A valuable contribution to expanding the evidence base on the relationship between investigative resources and outcomes
- Presentations to analysts, practitioners and policymakers
- Internal reports that may be shared across government departments
- Contributions to briefings and practitioner workshops

Benefits to the fellow:

- Contribution to policy decision-making
- Proximity to and experience of key debates in policymaking
- Developing networks with government analysts, policy leads and operational partners such as police forces
- Exposure to the policymaking process in government and in particular the role that analysis plays

Background reading:

- Braga, A. and Dusseault, D. (2018) Can homicide detectives improve homicide clearance rates? *Crime & Delinquency*, vol. 64(3), pp.283-315. Doi: <https://doi.org/10.1177/0011128716679164>
- Braga, A., Turchan, B. and Barao, L. (2018) The influence of investigative resources on homicide clearances. *Journal of Quantitative Criminology*, vol. 35(2), pp.337-364. [The Influence of Investigative Resources on Homicide Clearances](#)
- Wharfe et al (2024) The impact of COVID-19 lockdowns on crime demand and charge volumes in England and Wales ([The impact of COVID-19 lockdowns on crime demand and charge volumes in England and Wales](#))
- Cloe et al, (forthcoming 2025) Identifying factors associated with changes in charge volumes: a statistical analysis

Person specification

Applications will be assessed by UKRI panel assessment against the following essential opportunity-specific requirements in addition to the generic eligibility and call criteria:

Essential criteria:

- Ability to use your knowledge and understanding of the research process to take a structured, logical and rigorous approach to answering research questions
- Some experience of designing and delivering a mixed methods research study, preferably a policy or practice evaluation
- Ability to source, evaluate and analyse data, identifying and resolving issues and drawing out the main findings for the benefit of different audiences
- Experience in and knowledge of quantitative and qualitative methods
- Experience in or openness to establishing effective relationships with colleagues from across a range of different teams and professional backgrounds including analysts and actively seeking wider input and perspectives to aid your work
- Willingness to work flexibly in a demanding and reactive analytical environment

Applicants shortlisted from the panel assessment will be assessed at the host led interview selection process against the following desirable opportunity-specific requirements:

Desirable criteria:

- Project or programme management experience
- Experience of undertaking research in a strategy, policy or operational environment
- Experience of stakeholder engagement
- Experience of working on complex policy issues

Processing personal data

If applicants are shortlisted by the UKRI assessment panel UKRI will need to share the application and any personal information that it contains with the host for the host led interview selection process.

Your personal data will be handled in line with UK data protection legislation and managed securely. If you would like to know more, including how to exercise your Rights, please see the UKRI [privacy notice](#).

The Home Office's privacy notice can be found here: [Home Office personal information charter](#). Hosts will delete your data at the end of the selection process unless you are successful, in which case we will retain your data as an independent data controller.