

### **UKRI policy fellowships 2025: fellowship position**

**Fellowship title:** MoJ improving outcomes fellowship

**Fellowship type:** Core policy fellowship

**Host organisation:** [Ministry of Justice](#)

**Host team:** Evidence and Partnerships Hub in MoJ Policy Group's Analysis Directorate

**Summary:** improving justice system outcomes using innovative social science research and methods

**Policy topic:** justice. Scope to be agreed with the fellow in line with their research interests and the forthcoming MoJ 2025 Areas of Research Interest (ARI) publication. Previous ARIs can be found here: [MoJ ARI 2020](#)

**Research Council:** ESRC

**Academic discipline(s):** social sciences, economics, data science, methodology and behavioural science

**Research career stage:** open to early or 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:** we welcome applications from researchers based across the UK. Fellows will have the option of being based in the Leeds or London Headquarters offices (with hybrid working available) or their nearest Justice Collaboration Centre or Justice Satellite Office. Please see this map for further details: [MoJ office network map](#). Further travel will depend on projects or research undertaken, for example, travel would likely be required if primary research were undertaken

**Hybrid working:** MoJ offers hybrid working arrangements that allow fellows to work from their base location, different MoJ sites, from home (if UK based) or a combination, subject to adherence to information security at all times. We anticipate candidates will attend an MoJ office two times per month or more to meet with relevant colleagues both in the inception and main placement phase. Eligible Travel and Subsistence costs are supported in the main UKRI grant. Please see full call text and guidance for more details

**Security clearance:** Baseline Personnel Security Standard (BPSS) is required. This can take four to eight weeks. Please see [National security vetting: clearance levels](#) for more information

## **Fellowship description**

MoJ are seeking to embed a fellow within the Evidence and Partnerships Hub in Policy Group's Analysis Directorate. The Hub's successful academic engagement and partnerships programme enhances the use of evidence and expert collaborations to support decision-making. Analysis is a multidisciplinary directorate of around 500 staff that sits at the heart of the MoJ, providing analytical support across a diverse and exciting agenda. The Analysis Directorate is passionate about improving justice outcomes through innovative research, data and analysis. They provide high quality data and analysis helping to ensure strategic, policy, finance, corporate and operational decisions are based on robust evidence.

The fellow will have the opportunity to work on numerous projects that cut across the department's policy and operational responsibilities, addressing priority research questions in the forthcoming 2025 ARI publication (see previous ARI here: [MoJ ARI 2020](#)). Topics will be determined by departmental priorities during the inception phase and projects will be co-created with the fellow and optimised to maximise their input and expertise. They could be in the following areas: sentencing, remand, and release; risk management and probation; prison estate and operation; prison safety and security; offender health; Criminal Justice System workforce; justice for victims and defendants, including victims of Violence Against Women and Girls; youth justice, including prevention and diversion; access to justice, legal aid, legal support and advice; civil justice and tribunals; family justice, in particular, outcomes for children.

A typical project might involve translating existing academic research and reviewing the evidence base to support policy and practice decisions or designing, planning and undertaking new and innovative research in line with emerging priorities. The intellectual project ownership given to the fellow will allow them to make projects their own whilst delivering research findings that directly shape MoJ decision-making in real time. Fellowship findings will add to the future evidence base through delivery of research outputs and academic publications that communicate and consolidate the impact of the fellowship.

The fellow will be embedded in and line managed by the Evidence and Partnerships Hub, whilst flexibly deployed to policy and practice-facing analytical teams on their specific project(s). As part of this, the fellow will receive ongoing guidance and support on a regular (one-to-one) basis, and will also jointly participate in team meetings, away days, and training as appropriate. The fellow will benefit from wider support, networking opportunities and learning and development available to colleagues in Analysis Directorate, giving them a richer experience during their fellowship. The fellow will be supported by the Evidence and Partnerships Hub in the translation, dissemination and application of their work, including via knowledge exchange opportunities such as seminars, roundtables and specialist academic advice sessions to maximise the impact of their fellowship.

Testimonial from a 2023 fellow:

"During the policy fellowship, I really enjoyed conducting empirical research on subjects that were of interest to policy and analysis colleagues, as well as being related to my research expertise. I also developed excellent networks across the Ministry of Justice and His Majesty's Prison and Probation Service and through my cohort of fellows. The Evidence and Partnerships Hub team were incredibly welcoming and supportive."

## **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:**

- A breadth of expertise in the application of social science research methods (quantitative or qualitative), within and beyond the fellow's own discipline, to analyse and understand social policy outcomes
- Knowledge of justice research and the justice evidence landscape, or how it intersects with the fellow's own research and discipline
- Excellent communication skills and the ability to operate in multidisciplinary teams, at pace, to tackle complex challenges
- The ability to translate complex information and research findings into meaningful narrative for a non-academic audience, verbally and in writing, to drive decision-making and achieve impact
- An understanding of the challenges and opportunities of coproduction and collaboration, including with non-academics and government or its agencies

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:**

- Previous experience of collaborating with a UK government department or agency

**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 MoJs' privacy notice can be found here: [MoJ 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.