

Researcher, Counter Terrorism Unit

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Researcher, Counter Terrorism Unit

🕒 Full-Time 🧑 36000 - 60000 £ / year (est.) 🏠 No working from home possible

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At a Glance

- **Tasks:** Join our team to conduct vital research on online radicalisation and inform counter-terrorism strategies.
- **Company:** Be part of the Home Office, dedicated to ensuring a safe and prosperous UK.
- **Benefits:** Enjoy flexible working, training opportunities, and potential travel for professional growth.
- **Other info:** Expect a six-week training course and occasional on-call duties for critical incidents.

- **Why this job:** Make a real impact in national security while collaborating with experts and innovative thinkers.
- **Qualifications:** Advanced research skills and experience in counterterrorism or related fields are essential.

The predicted salary is between 36000 - 60000 £ per year.

Job Description

About the job

This is an exciting opportunity to join RICU's (Research, Information, Communications, Unit) Knowledge Hub in the Counter-Radicalisation and Enablers Unit. We are recruiting for a Researcher to work in RICU's Knowledge Hub.

We are looking for a motivated senior researcher officer to join our Research Team and deliver first-class research and insight to inform strategic, operational and policy decision making, with a particular focus on online radicalisation. This research will play a pivotal part in informing the delivery of our online policy objectives.

About us:

The Home Office works to build a safe, fair, and prosperous UK. We achieve this through our work on counterterrorism, policing, crime, drugs policy, immigration, and passports.

Homeland Security Group's (HSG) mission is to reduce homeland security risks to the UK's people, prosperity, and freedoms. This includes risks from terrorism, state threats, economic crime, and cyber-crime. We provide systems leadership across government and deliver strategic initiatives, working closely with operational partners, the Intelligence Agencies and other external organisations to protect the UK.

A unique Home Office team that informs the UK's Counter Terrorism (CT) community on terrorist use of propaganda and the role the online ecosystem plays in radicalisation. The Counter-Radicalisation and Enablers Unit sits in the Prevent Directorate within HSG and supports a number of strategies that deliver against CONTEST objectives.

The RICU Knowledge Hub is an insight and research-led team responsible for developing and delivering the evidence-base for Prevent interventions in support of counter-terrorism priorities. The overarching aim of Prevent is to reduce the risk to the UK, its citizens, and its interests overseas from terrorism, so that people can go about their lives freely and with confidence.

The RICU Knowledge Hub comprises three distinct but complementary teams (Research, News & Analysis and Data & Innovation), who produce analysis and research to inform customers across Prevent teams, as well as the broader national security community.

Key responsibilities will include:

- Conduct and oversee analysis and research to identify and determine themes and narratives as to how terrorists exploit the online ecosystem. Analyse how content resonates with audiences and communicate clear, accessible insight on radicalisation risks.
- Present research and analysis in order to inform, drive and refine policy and delivery. You will present your findings to colleagues and cross-Whitehall partners and be consistently innovative in seeking out new ways to convey your analysis.
- Develop and maintain relationships with the cross-Whitehall CT community.
- Work with academia and commercial partners to design and lead external research and ensure our analysis remains innovative and delivering for our priority policy and operational customers.
- Develop and maintain personal subject-matter expertise. Make time for ongoing professional development through participation in academic forums, in the UK and internationally, sharing learning with others and building capability.
- Maintain a strong horizon scanning capability. Identifying and responding to emerging radicalisation risks, including for example supporting HM Government's response to Violence Fascinated Individuals (VFI) and exploring links between state threats, terrorism and extremism.
- Provide high-quality out-of-hours analysis in response to terrorism or national security related incidents, working closely with Homeland Security Operations to feed into ministerial briefings and ensuring 24/7 cover when a situation demands. The role includes providing 'on-call' support, approximately one weekend every two months.
- It will be necessary to work flexibly and contribute to other areas to support the wider efforts and priorities of Homeland Security as required, performing additional duties expected within the scope of the grade. Due to the nature of our work, it may be necessary to redeploy you to other critical roles, or priority work at your grade.

Travel: The successful candidate may be expected to travel to other work locations. Occasional international travel may be required based on business need. All related costs will be reimbursed in line with Home Office policy.

Training: Successful candidates will be expected to complete a six-week training course, entitled 'The New Analyst Programme (NAP)'.

Person specification

Essential criteria:

- Demonstrated ability of advanced research skills or practical experience applying analysis and research to inform decision making. To confidently gather and synthesise multiple sources of information and reconcile competing, disputed evidence.
- Evidence of working on counterterrorism, counter-extremism, or related issues, including engaging with academia, industry partners and/or strategic communicators. Additionally, an understanding of the role online communications plays in radicalisation, and how online platforms and communications channels can be exploited to meet terrorist objectives would be a distinct advantage.

- Be an active and supportive team member, demonstrating care for other's wellbeing, and building a supportive culture and collaborative relationships across teams and with external stakeholders.
- An ability to convey complex messages both verbally and in writing, taking account of the needs of a variety of customers and wider stakeholders, and accurately explain the limitations of analysis.
- Ability to adapt working styles in a demanding environment. This will be demonstrated through previous work in fast-paced environments, responding to new developments and priorities with limited notice.

Desirable criteria:

- Subject matter expertise in Islamist or Extreme Right-Wing terrorism is highly desirable. Experience in analysis, research, or communications within a CT or CE context, and confidence interpreting and visualising complex data is particularly welcome.
- Experience capturing CT-focused research needs, conducting qualitative research, and commissioning projects via academic or commercial partners. Applied research in policy or strategic comms settings is highly valued. GCS or GSR membership should be noted in your application.

For more information on the role, our benefits and the application process, please click the apply link.

Closing date: 10th August 2025.

Researcher, Counter Terrorism Unit employer: HOME OFFICE-2

The Home Office is an exceptional employer, offering a dynamic work environment where your research will directly contribute to national security and counter-terrorism efforts. With a strong commitment to employee development, you will have access to ongoing training and professional growth opportunities, including participation in academic forums. The collaborative culture within the Counter-Radicalisation and Enablers Unit fosters innovation and teamwork, making it a rewarding place to work for those passionate about making a meaningful impact in the UK.

**Contact Details:**

HOME OFFICE-2 Recruitment Team

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We think this is how you could land Researcher, Counter Terrorism Unit

✨ Dive into Local Government Events

Get yourself to local government events and public sector job fairs. These are great for meeting recruiters and understanding what different organisations, like HOME OFFICE-2, are looking for. Plus, it shows your genuine interest in the sector!

✨ Join Relevant Networks

Look for communities focused on public sector careers. Whether it's local networking groups or online forums, connecting with professionals in the field can provide insider knowledge and opportunities that you won't find on typical job boards.

✨ Utilise Your University's Resources

If you're freshly graduated or still studying, make the most of your university's careers service. They often have exclusive partnerships with companies like HOME OFFICE-2 and can help you get your foot in the door for these full-time public sector roles.

✨ Stay Updated with Government Initiatives

Keep your finger on the pulse regarding new government projects and policies. Understanding current initiatives can give you a leg up in interviews, showing that you are informed and genuinely interested in making a difference in the public sector.

We think you need these skills to ace Researcher, Counter Terrorism Unit

Advanced Research Skills

Data Analysis

Critical Thinking

Understanding of Counterterrorism and Counter-Extremism

Knowledge of Online Radicalisation

Ability to Synthesize Information

Communication Skills

Some tips for your application 🧐

Highlight Relevant Experience: In the public sector, having experience in community engagement, policy analysis, or project management stands out. Make sure to showcase any previous roles or volunteer work that reflects your understanding of public service values and how they've shaped your career path.

Showcase Your Knowledge of the Sector: When you're applying for a government role, it's crucial to demonstrate your understanding of the current political landscape and public policies. Consider including articles you've written or relevant projects that underline your capability to engage with these concepts effectively.

Tailor Your CV to Reflect Core Competencies: Government positions often require a clear demonstration of competencies such as communication, teamwork, and problem-solving. Try to structure your CV to highlight these skills, using specific examples of how you've applied them in past experiences, ideally with quantifiable outcomes where possible.

Craft a Compelling Cover Letter: Your cover letter is your chance to tell your story and convey your passion for public service. Discuss why you want to work for HOME OFFICE-2 and how your values align with their mission. Be genuine and let your enthusiasm shine through—this can really set you apart from other candidates.

How to prepare for a job interview at HOME OFFICE-2

✨ Get to Know Public Sector Values

Before your interview with HOME OFFICE-2, dig deep into their mission and values, especially how they align with public service and community impact. Understand the key policies or initiatives they are involved in – you'll want to show that you genuinely care about serving the community.

✨ Brush Up on Regulatory Knowledge

Brush up on the regulations, laws, and compliance standards relevant to the role you're applying for. Since this is the government and public sector, they might throw technical questions related to policy frameworks or project management best practices that you'll need to navigate day-to-day.

✨ Highlight Teamwork and Collaboration

The government sector thrives on collaboration. Be ready to discuss how you've successfully worked in diverse teams or involved stakeholders in your projects. Show us how you bring people together to get a common goal achieved – that's what public service is all about!

✨ Prepare Real-Life Examples

Craft a few STAR (Situation, Task, Action, Result) stories that demonstrate your experience in similar roles. Whether it's a project that made a difference in the community or a challenging situation you managed, be ready to express how your skills and experiences make you a valuable asset for HOME OFFICE-2.



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