



Young Consultant of the Year

James Lawson, Deloitte

James is a Senior Consultant in Deloitte Strategy and Operations, where he has helped transform several police forces, including Sussex Police.

James helped forces through challenging periods, implementing radical industry-leading solutions that delivered improved services in the face of evolving criminal threats and constrained budgets. James built relationships unparalleled for his experience with senior leaders. His approach embodies the collaboration clients increasingly demand.

Working at the heart of a large UK force in its Design Authority, James helped increase 'bobbies on the beat' by 10%, cut levels of certain crimes, and improve public confidence, despite a 20% budget reduction. He also helped prioritise their £1bn capital plan, focusing investment on service improvement and innovation.

James has since helped Sussex Police transform local services to make them more effective at focusing on the vulnerable, responding to cross-county emergencies and providing justice for victims. He has applied critical thinking to design and implement brand new services and processes - including a team that resolves over 40,000 non-emergency calls annually and an innovative 'Investigations Framework' to more effectively direct investigative resources. His work has led to savings of 30% which are now being reinvested to support new initiatives.

James's strong commitment to developing teams, bespoke communications, insight from across the sector and focus on delivering projects in a controlled way, makes him a valuable asset to clients. He was personally awarded a formal Commendation by Sussex Police for his contribution. Most importantly, he has delivered clear and measurable results for the public.