

CITY OF CHICAGO OFFICE OF INSPECTOR GENERAL

DEPUTY INSPECTOR GENERAL FOR PUBLIC SAFETY

Chicago, IL (pop. 3 million) The City of Chicago's Office of Inspector General ([OIG](#)) is one of the nation's premier independent municipal oversight bodies with statutory responsibility to promote economy, effectiveness efficiency and integrity in City operations. Its Deputy Inspector General for Public Safety oversees its Public Safety section, exercising oversight over the Chicago Police Department (CPD), the Civilian Office of Police Accountability (COPA), and Chicago's Police Board. OIG is seeking candidates with a passion for criminal justice, knowledge of and experience in law enforcement oversight, and a commitment to protect constitutional and procedural rights of all effected parties for this impactful and important position.

Please note the following about this position:

- The primary goals of OIG's Public Safety section are to enhance the effectiveness of CPD, COPA, and the Police Board; to increase public safety, promote constitutional policing practices that safeguard individual liberties and civil rights; and ensure the accountability of the 12,000 member police force, thus building stronger police-community relations.
- To achieve its goals, the Public Safety section has two units – the Evaluations Unit which performs rigorous, independent, qualitative and quantitative analysis of CPD, COPA, and the Police Board through audit-based inquiries conducted in accordance with the Principles and Standards for Offices of Inspector General issued by the Association of Inspectors General ("Green Book"), and publishes reports containing findings and recommendations for improvements and reforms. Recent topics that have been the subject of Public Safety section reports include the [City's response to protests and unrest](#) following the murder of George Floyd, [racial and ethnic disparities](#) in CPD's use of force, and [CPD's management of its records](#).
 - The second unit is the Inspections Unit, which reviews closed disciplinary cases investigated by CPD's Bureau of Internal Affairs or COPA and recommends that any investigations found to be materially deficient be reopened. The Inspections Unit also addresses systemic or programmatic issues with disciplinary investigations through recommendations to inform and improve the police disciplinary system and process.
- The Public Safety section, under the leadership of the Deputy Inspector General for Public Safety, has 16 front line staff (3 Senior Performance Analysts, 7 Performance Analysts, 6 Investigative Analysts), and 3 Chiefs. The management team for the section includes the Deputy Inspector General, the three Chiefs, OIG's Diversity, Equity, and Inclusion Director, and an Associate General Counsel.

MINIMUM QUALIFICATIONS

EXPERIENCE: Pursuant to Municipal Code of Chicago ([MCC § 2-56-230\(a\)](#)), the Public Safety Deputy must possess the following minimum qualifications:

- The Deputy must be either an attorney with substantial experience in criminal, civil rights, and/or labor law, or corporate and/or governmental investigations *or* an individual with substantial experience in law enforcement oversight, preferably with a graduate degree.
- The Deputy must have knowledge of law enforcement, particularly of internal investigations of wrongdoing and use of force.
- The Deputy must have a commitment to and knowledge of the need for and responsibilities of law enforcement, as well as the need to protect basic constitutional rights of all affected parties.
- The Deputy must have demonstrated integrity, professionalism, sound judgment, and leadership.
- The Deputy must have the ability to work with diverse groups and individuals.

EXCLUSIONS: By ordinance, the Deputy Inspector General for Public Safety cannot be a current or former employee of the Chicago Police Department, Independent Police Review Authority, Civilian Office of Police Accountability, or Police Board.

PREFERRED QUALIFICATIONS

In addition to the minimum qualifications set out in the MCC, the candidate selected for the role of Deputy Inspector General for Inspector General will demonstrate some of the following preferred qualifications:

Legal: Experience in a legal practice, research, policy, or advocacy setting relating to policing and community-police relations from a criminal justice, law enforcement, or civil rights perspective

Government Oversight: Experience in government oversight—with particular preference for experience relating to law enforcement oversight including investigations or inquiries pertaining to field and administrative operations, policies, and practices for effective constitutional policing and community-police relations

Leadership: A demonstrated record for integrity, professionalism, sound judgement, and leadership. Candidates who have shown a forward-thinking and motivational approach to leadership will be prioritized

Management: Knowledge of organization and management practices and methods, including goal setting, program development and implementation, employee supervision, personnel management, employee relations, team building, budget development and financial management

Collaboration: Experience collaborating with senior executives, staff, and diverse groups/individuals to achieve goals

Cultural sensitivity: Knowledge of and sensitivity to the needs and concerns of individuals from diverse cultures, backgrounds, and orientations; awareness and consciousness of diversity, inclusion, and equity challenges across communities, but especially for under-served and under-represented community members

Community relations: Experience in community relations and outreach with the demonstrated ability to build strong, independent working relationships with diverse constituents and community representatives

Audit: Experience ensuring compliance with established internal control procedures by examining records, reports, operating practices, and documentation; communicating audit findings/recommendations through written reports

Data analysis: Experience in conducting or supervising the quantitative and qualitative analysis and interpretation of large and/or complex data sets

COMPENSATION, RESIDENCY, AND BENEFITS

The compensation range for the position is \$146,724-\$155,760, depending on qualifications. Additionally, the City will offer a generous [benefits package](#) that is competitive with the market. Actual residency in the City of Chicago is a condition of employment, as required by MCC § 2-152-050. A limited 90-day waiver may be available at the start of employment as needed in order to relocate to Chicago. The City is unable to offer relocation reimbursement.

THE CITY OF CHICAGO IS AN EQUAL OPPORTUNITY AND MILITARY FRIENDLY EMPLOYER.

In compliance with federal law, all persons hired will be required to verify identity and eligibility to work in the United States and to complete the required employment eligibility verification document form upon hire. The City of Chicago does not participate in E-Verify (Employment Eligibility Verification System). In addition, employment at the Office of Inspector General is contingent upon a satisfactory criminal background check.

Employee Vaccination Requirement: City of Chicago employees must, as a condition of employment, be fully vaccinated against COVID-19 effective October 15, 2021. This Policy applies to all City employees. If you are not able to receive the vaccine for medical or religious reasons, you may seek approval for an exemption in accordance with applicable City processes. For more information on the vaccine policy please

visit: https://www.chicago.gov/city/en/depts/dhr/supp_info/city-of-chicago-employee-vaccination-policy.html.

THE CITY OF CHICAGO VALUES DIVERSITY

The Office of the Inspector General (OIG) is an equal opportunity employer. OIG is an inclusive organization that hires and develops all its staff of all levels regardless of race, religion, color, ethnicity, national origin, ancestry, marital or parental status, sex, gender expression or identity, sexual orientation, physical or mental ability, age, veteran status, and all other characteristics protected by law.

OIG strives to create the kind of workplace where a socially diverse mix of people can thrive professionally, and prides itself in meeting its legal charge to promote economy, effectiveness, efficiency, and integrity in government. Through the hard work of its passionate and innovative team, OIG aims to serve every community with equity, respect, and dignity.

If you would like to request a reasonable accommodation due to disability or pregnancy in order to participate in the application process, please contact Ms. Voorhees at HVoorhees@Govhrusa.com.

HOW TO APPLY

Interested candidates should apply at once but not later than June 30, 2022, to Heidi Voorhees, President, GovHR USA. Apply online at www.GovHRjobs.com. Applications will be considered on a rolling basis. Questions about this recruitment can be directed to Ms. Voorhees at HVoorhees@Govhrusa.com.

[*Click Here to Apply*](#)