



JOB ANNOUNCEMENT

Police Inspector General Cleveland Division of Police

The Inspector General (IG) is a position within the Cleveland Division of Police that arises from the City of Cleveland's Settlement Agreement with the United States Department of Justice in *United States v. City of Cleveland*, Case No. 1:15-cv-01046. The IG will have a reputation of integrity and transparency throughout the Community and the Division of Police

Position Overview:

The City of Cleveland is seeking a qualified civilian to serve as the Inspector General for the Cleveland Division of Police.

The IG will monitor, review, and audit policies and practices of the Cleveland Division of Police to determine compliance with federal and state law and review the effectiveness and consistency of the Division of Police's bias-free, community policing, and procedural justice principles.

The IG shall maintain a reputation of honesty, integrity and transparency throughout the Community and the Division of Police with a commitment to fairness.

The position reports directly to the Chief of Police.

The IG will not be a former or current employee of the Cleveland Division of Police.

Duties:

- Independently and objectively analyze, audit, inspect, and evaluate compliance of the Cleveland Division of Police's policies, procedures, and practices to determine compliance with federal and state law;
- Analyze whether the Cleveland Division of Police's policies and practices are consistent with principles of bias-free and community policing, procedural justice, and promoting public and officer safety; and whether they are achieving the goals of the Settlement Agreement between the City of Cleveland and the U.S. Department of Justice;
- Analyze and communicate trends to the Chief of Police to ensure the Division is consistent with best practices in law enforcement;
- Develop recommendations concerning police policies, procedures, practices, and training;
- Create and monitor processes to coordinate recommendations, approved by the Chief, with appropriate units;

- Analyze investigations conducted by the Office of Professional Standards (OPS) for thorough, completed, and timely dispositions while supported by the preponderance of evidence;
- Analyze discipline imposed to assess disciplinary trends, assess whether discipline is consistently applied, fair, and based on the nature of the allegation;
- Conduct investigations;
- Report to the Chief of Police any recommendations, outcome of investigations, and analysis of trends;
- Interact and communicate effectively and courteously with people of diverse cultures and socio-economic backgrounds;
- Make reports and recommendations available to the public;
- Understand the current trends and issues in law enforcement and 21st century policing and accountability;
- Any other duties assigned by the Chief of Police.

Qualifications/Special Requirements:

- Five to seven years of full-time professional experience in law enforcement practices, investigations, and civil rights law;
- A Bachelor's Degree from an accredited four year college/university; a Juris Doctorate and/or Master's degree is preferred;
- Strong audit, analytical and investigative skills;
- Public management and effective planning experience;
- Strong computer skills: Microsoft Office, ability to quickly learn software utilized by the Cleveland Division of Police, and other related law enforcement software;
- Strong oral and written communication skills, including the ability to make presentations throughout the Division, City government and the community, and the ability to write and edit comprehensive and understandable reports and memoranda;
- Excellent judgement and interpersonal skills;
- Demonstrated experience working with diverse neighborhoods or communities (strongly preferred)
- Be able to maintain confidentiality;
- Withstand an extensive background check;
- No actual or perceived conflicts of interest with the City of Cleveland;
- Possession of or ability to obtain a valid Ohio Driver License;

The salary range for this position is \$85,000 - \$115,000

Qualified candidates should forward a resume and cover letter to Deputy Chief Joellen O'Neill, Cleveland Division of Police at joneill@clevelandohio.gov . The posting closes Friday, February 19, 2021.