



INVESTIGATIVE ANALYST

(Office of Inspector General, Public Safety Section)

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Investigative Analysts (IAs) are the front-line staff of the Inspections Unit of the Public Safety section of the Office of Inspector General. On a weekly basis, IAs review disciplinary investigations of Chicago Police Department (CPD) members that have been closed by CPD's Bureau of Internal Affairs (BIA) or the Civilian Office of Police Accountability. IAs thoroughly review the entire investigative file, including viewing interviews with CPD members and civilians, studying evidence, and analyzing the reports generated by the investigating agency. After consultation with Public Safety section leadership, if the IA determines that a closed disciplinary investigation was deficient in way which materially affected the outcome, OIG will recommend to BIA or COPA that the investigation be reopened to correct the deficiency. IAs also draft reports describing systemic issues with the police disciplinary system and recommending improvements.

DUTIES:

- Under the guidance of a Chief Investigator, conduct comprehensive investigative reviews of closed, confidential, and sensitive disciplinary investigations conducted by BIA, and COPA, to identify both systemic and case-specific deficiencies
- Review investigations for completeness, accuracy, fairness, thoroughness, proper handling of evidence and interviewing of witnesses, and objectivity
- Make written recommendations for policy and practice changes to inform and improve disciplinary investigations
- Collect, analyze, and interpret police and police accountability reports and related documentation to identify trends and potential areas for further study
- Prepare detailed reports of complex reviews and special projects, including high-level analysis and findings, and make recommendations for potential audit-based studies of CPD and the accountability agencies
- Participate in evaluative and policy-based projects
- Perform related duties as required

MINIMUM QUALIFICATIONS: Graduation from an accredited college or university with a bachelor's degree, plus four years of work experience in the field of law, law enforcement, investigation, inspection, or a related field, or an equivalent combination of education, training and experience, provided that the minimum degree requirement is met.

DESIRED EXPERIENCE, SKILLS AND ABILITIES:

- Advanced degree in the field of law, criminal justice, public policy, public administration, social sciences, or another relevant field
- Knowledge of, and demonstrated interest in, law enforcement, criminal justice, and/or civil rights issues
- Excellent judgment and confidence to discuss police conduct and police accountability policies and procedures with internal and external stakeholders
- Experience working directly with people from diverse racial, ethnic, and socioeconomic backgrounds
- Familiarity with police accountability systems generally, and particularly, the Chicago Police Department (CPD), Bureau of Internal Affairs (BIA), Civilian Office of Police Accountability

(COPA), Chicago Police Board (PB), and other stakeholders in the Chicago police accountability system

ANNUAL SALARY: Range: \$73,644 – \$99,588 (annual increases)

(Starting \$73,644–non-negotiable); Post successful six-month review \$75,732

RESIDENCY REQUIREMENT: Employees must be a resident of the City of Chicago and proof of residency is required at the commencement of employment.

WE VALUE 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. We pride ourselves in meeting our legal charge to promote economy, effectiveness, efficiency, and integrity in government. Through the hard work of our 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 to participate in the application process, please contact the OIG's Supervisor of Personnel Administration Keyla Vazquez at kvazquez@igchicago.org. Please be prepared to provide information in support of your reasonable accommodation request.

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.