



## **CHIEF PERFORMANCE ANALYST** **(Office of Inspector General, Public Safety Section)**

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Under the guidance of the Deputy Inspector General for Public Safety, this position supervises Performance Analysts and Senior Performance Analysts and helps oversee the day-to-day operations of the Public Safety section, while also coordinating with other OIG sections where appropriate.

The Public Safety section conducts independent, objective evaluations and reviews of the Chicago Police Department (CPD), the Civilian Office of Police Accountability (COPA), and the Police Board, with the goal of enhancing the effectiveness of public safety, protecting civil liberties and civil rights, and increasing the public's confidence in the system. The section also conducts inspections of closed disciplinary investigations conducted by COPA and CPD's Bureau of Internal Affairs.

The section's distinctive value within the City of Chicago's public safety oversight system derives from its long-term, systemic perspective on necessary reforms, direct access to and utilization of City data systems, deep institutional knowledge of City operations, and position of independence from all other components of City government. In setting its priorities, the section also coordinates and confers with the Independent Monitoring Team charged with ensuring compliance with the Consent Decree entered in *Illinois vs. Chicago*.

**MINIMUM QUALIFICATIONS:** Graduation from an accredited college or university with a Bachelor's degree plus five years of work experience in program auditing, or operations analysis, or an equivalent combination of education, training and experience, provided that the minimum degree requirement is met.

### **DUTIES:**

- This position performs as a working supervisor
- Manage teams conducting inquiries into selected police and police accountability operations, policies, programs and practices
- Collect, analyze, and interpret data to identify areas of concern and where improvements are needed
- Develop recommendations for police and police accountability reforms based on best practices and other research
- Conduct site visits to observe operations and interview City staff and other stakeholders
- Draft, review, and edit reports containing qualitative and quantitative analysis, findings, and recommendations on policing and police accountability practices
- Assign projects and actively monitor and guide their progress

### **DESIRED EXPERIENCE, SKILLS AND ABILITIES:**

- Advanced degree in a social science, public policy, public administration, or related field, and a background in conducting policy and performance reviews for a government or non-profit organization
- Familiarity with, and demonstrated interest in, law enforcement, criminal justice, and/or civil rights issues
- 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

- Excellent judgment and confidence to discuss police and police accountability policies and procedures with internal and external stakeholders
- Familiarity with Chicago government, Chicago Police Department, and Chicago police accountability system
- Experience developing data collection instruments such as surveys, direct and participatory observation, interviews, focus groups, and literature searches
- Excellent leadership, management, communication, and problem-solving skills

**ANNUAL SALARY: Commensurate with experience up to \$104,712**

**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.

### **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.