



PERFORMANCE ANALYST

(Office of Inspector General, Public Safety Section)

Visit www.igchicago.org to apply

Under the supervision of a Chief Performance Analyst, performs in depth analysis of policies, practices, and programs of the Chicago Police Department and Chicago's policy accountability agencies, and makes recommendations to address deficiencies and make improvements.

DUTIES:

- Under the guidance of a Chief Performance Analyst, conduct and lead evaluations and reviews of 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
- Compose clear, concise, and objective reports containing analysis of qualitative and quantitative data
- Conduct site visits to observe operations
- Lead interviews with police, other City personnel and community stakeholders
- Perform related duties as required

MINIMUM QUALIFICATIONS: Graduation from an accredited college or university with a Bachelor's degree plus one year 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.

PREFERRED QUALIFICATIONS:

- Advanced degree in a social science, public policy, or related field, and a background in conducting policy reviews or performance audits/evaluations for a government or non-profit organization
- Knowledge of, and demonstrated interest in, law enforcement, criminal justice, and/or civil rights issues
- Excellent judgment and confidence to discuss police and police accountability policies and procedures with internal and external stakeholders
- Familiarity with Chicago government, the Chicago Police Department, and Chicago's police accountability system
- Experience developing data collection instruments such as surveys, direct and participatory observation, interviews, focus groups, and literature searches
- Experience analyzing qualitative and quantitative data

ANNUAL SALARY: Range: \$64,320 – \$86,856 (annual increases)
(Starting \$64,320–non-negotiable); Post successful six-month review \$67,464

TRAVEL AND SCHEDULE: Travel outside Chicago is not required.

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.