



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

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Under the supervision of a Chief Performance Analyst, performs fully functional professional analysis of programs and operations within City of Chicago Public Safety departments and makes recommendations to improve their effectiveness.

DUTIES:

- Under the guidance of a Chief Performance Analyst, conduct and lead 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 qualitative and quantitative police and police accountability information
- Mentor Performance Analysts independently and as directed by the Chief Performance Analysts
- Conduct site visits to observe operations
- Lead interviews with police, other City personnel and community stakeholders
- Identify organizational needs and develop solutions to meet those needs
- Assist in developing project ideas and refining project proposals
- Perform related duties as required

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

DESIRED EXPERIENCE, SKILLS AND ABILITIES:

- Advanced degree in a social science, public policy, or related field, and a background in conducting policy reviews 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, 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
- Demonstrated experience successfully mentoring, training, or guiding the work of others

ANNUAL SALARY: Range: \$70,140 – \$94,848 (annual increase first three years)
Starting \$70,140; Post successful six-month review \$72,120

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.