



## **INVESTIGATIVE ANALYST**

**(Office of Inspector General, Public Safety Section)**

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### **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, handling of evidence and witnesses, and objectivity
- Make 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
- Conduct investigative and process interviews of complainants, witnesses, and employees
- Testify in court, at arbitrations, or in administrative hearings regarding case reviews and findings
- Support, collaborate with, and provide consultation to Performance Analysts and other OIG personnel
- Perform related duties as required

**MINIMUM QUALIFICATIONS:** Graduation from an accredited college or university, 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 other 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
- Familiarity with Chicago government, Chicago Police Department (CPD), Bureau of Internal Affairs (BIA), Civilian Office of Police Accountability (COPA), Chicago Police Board (PB), and Chicago police accountability systems

**ANNUAL SALARY:** Range: \$70,140 – \$94,848 (annual increases)  
(Starting \$70,140–non-negotiable); 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.*