



King County

Invites Applications for the Position of:

Investigations Monitor

Apply online at <http://www.kingcounty.gov/jobs>

King County is committed to equity and diversity in the workplace. In addition, the county is committed to recruiting and maintaining a quality workforce that shares our guiding principles: collaborative, service-oriented, results-focused, accountable, innovative, professional and fair and just.

OPENING DATE/TIME: 06/28/18 12:00 AM (GMT -8:00)

CLOSING DATE/TIME: 07/19/18 11:59 PM (GMT -8:00)

SALARY: \$105,760.00 - \$142,235.00 Annually

LOCATION: Chinook Building - 401 5th Avenue, Room 131, Seattle

JOB TYPE: Appointed

DIVISION: King County Council - OLEO

JOB NUMBER: 2018-08293

SUMMARY:

With a growing demand for its services, the King County Office of Law Enforcement Oversight (OLEO) seeks a self-motivated, dedicated individual to lead and manage OLEO's work analyzing the King County Sheriff's Office's internal misconduct investigations.

The Investigations Monitor is an experienced, knowledgeable, highly-motivated, and enthusiastic team member who reviews internal investigations to ensure that they are thorough and objective, reviews the Sheriff's Office's determinations of whether an action violates policy or law, and guides systemic reviews related to internal investigations.

This work helps to ensure the quality of internal investigations, identify and address problem areas, and provide the public with a better understanding of the challenges faced by community and police alike in securing equitable public safety. The successful candidate will play a key role in trying to ensure the integrity of the Sheriff's Office's complaint and internal investigations processes.

This position requires a self-starter with a strong background in police practices, a law degree from an accredited college or university, and knowledge of Washington State Law as it relates to police practices and the criminal justice system. The Investigations Monitor is a salaried, at-will, overtime-exempt classification that reports to the OLEO Director or designee.

OLEO values diverse perspectives and life experiences and is committed to upholding and promoting equal opportunity in employment. OLEO encourages people of all backgrounds, cultures and religions to apply, including veterans, people of color, immigrants, refugees, women, LGBTQ, and people with disabilities. A diverse workforce is a strong workforce.

MEET THE OFFICE OF LAW ENFORCEMENT OVERSIGHT (OLEO):

<http://www.kingcounty.gov/independent/law-enforcement-oversight.aspx>

As an independent agency within the Legislative Branch of the King County Government, OLEO

seeks to ensure the integrity, transparency, and accountability of the Sheriff's Office in misconduct investigations as well as undertaking an array of other oversight activities intended to foster greater community trust in the Sheriff's Office.

JOB DUTIES:

SCOPE OF JOB DUTIES:

- **Conduct** reviews of investigations of allegations of police misconduct and provide recommendations to address issues in individual investigations as well as in operations, data quality, policies and practices.
- **Analyze** Sheriff's Office determinations of whether conduct by Sheriff's Office employees violated policy.
- **Lead and manage** OLEO's Certification Program.
- **Support and enforce** OLEO's equity and social justice values and objectives, both in OLEO operations and OLEO work product and priorities.
- **Establish** policies and protocols for OLEO's oversight of internal investigations.
- **Prepare** public reports on work activity and outcomes of OLEO.
- **Identify** areas for review and investigation, prepare related plans.
- **Review** critical incidents such as police-involved shootings; may be required to attend the scene of critical incidents outside regular work hours as needed.
- **Draft** reports on the Sheriff's Office's internal investigations to assess compliance with applicable standards, law, policy and internal protocols.
- **Act** as a resource for all King County Constituents on issues that impact police and community relations.
- **Plan and manage** work responsive to OLEO's mandates, mission and professional standards.

EXPERIENCE, QUALIFICATIONS, KNOWLEDGE, SKILLS:

OUR IDEAL CANDIDATE WILL:

Our ideal candidate will have: an understanding of and passion for police accountability; a working knowledge of Washington State laws relating to police practices; excellent written and verbal communication skills; strong organizational skills; initiative and judgment.

Competitive candidates will have a law degree and at least five years of experience in a legal, investigatory or analytical capacity, and have demonstrated experience in the following areas:

- **A commitment** to equity and social justice.
- **Knowledge** of principles, methods, and techniques used in the research and investigation of complaints against police; Sheriff's Office codes, regulations, administrative and legal procedures; and the operation and jurisdiction of OLEO.
- **Demonstrated** ability to make and support credibility determinations of witnesses; conduct thorough, objective investigations of complaints; reach neutral, objective, and expert conclusions based on investigation results; and maintain confidentiality regarding process and outcomes in accordance with all legal requirements.
- **Ability to communicate** in writing and verbally with diverse audiences on complex police practices and procedures issues, applying racial, ethnic and culturally appropriate strategies when engaging with hard to reach and disenfranchised communities.
- **Flexibility to adapt** in a multi-faceted and sometimes fast-paced team environment.
- **Collect, evaluate and interpret** a broad range of complex data, either in electronic, written, statistical or narrative form.

SUPPLEMENTAL INFORMATION:

COMPENSATION & HOW TO APPLY:

This position is open to all qualified candidates. The annual salary range for this position is \$105,760-\$142,235 and includes an innovative and award-winning employer with paid medical, dental and vision insurance as well as a generous vacation and leave program. To see all of King County's benefits, please visit our website at: <http://kingcounty.gov/jobs/benefits.aspx>

HOW TO APPLY:

Apply by going to <http://www.kingcounty.gov/jobs>

A complete job description can be downloaded by going to [King County's OLEO Investigations Monitor](#).

A King County application is required to be considered for this opportunity. Interested applicants must submit a resume and letter of interest with your application.

NOTE: Online applications are preferred, however if you are unable to apply online, go to [King County's job page](#) for other options. If you have any questions regarding this opportunity to join County government, please contact Tracy Calderon at 206-477-0979 or tracy.calderon@kingcounty.gov.

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If you need an accommodation in the recruitment process or an alternate format of this announcement, please inquire directly with the contact listed on the job announcement or the department's Human Resources Service Delivery Manager.

Investigations Monitor Supplemental Questionnaire

- * 1. Are you willing to undergo a background check?
☐ Yes ☐ No
- * 2. Do you have a law degree?
☐ Yes ☐ No
- * 3. What interests you most in having a role in police oversight issues? What appeals to you about this position? Please limit your response to 100 words or fewer.
- * 4. Please describe your experience with police practices and/or police oversight. How many years of experience do you have working with police practices issues? Please limit your response to 300 words or less.
- * 5. What kinds of things do you think are most important and most achievable in the arena of police oversight? Please limit your response to 300 words or less.
- * 6. This position requires the ability to review the quality of an internal investigation, as well as whether the Sheriff's Office correctly identified applicable law and policy in determining its findings. What process would you use to approach these tasks? Please limit your response to 300 words or less.
- * Required Question