



## King County

### **KING COUNTY'S OFFICE OF LAW ENFORCEMENT OVERSIGHT (OLEO) Policy Analyst**

**Closes: March 3, 2019 at 11:59 p.m.**

As an independent agency within the Legislative Branch of the King County Government, the Office of Law Enforcement Oversight (OLEO) was created to ensure the integrity, transparency, and accountability of the King County Sheriff's Office (KCSO) and to foster greater community trust in KCSO.

To carry out its mission, the Office of Law Enforcement Oversight (OLEO) seeks to hire a dedicated, self-motivated individual to serve as Policy Analyst. The person in this role will conduct certification reviews of the King County Sheriff's Office's (KCSO) internal investigations and contribute to systemic reviews of law enforcement policies and practices for OLEO. The Policy Analyst is a knowledgeable, highly-motivated, and enthusiastic team member who can analyze internal investigation reports of alleged employee misconduct to ensure the complaints are investigated in a thorough and objective manner.

The Policy Analyst work helps to ensure the quality of the KCSO policing services, investigations, discipline, training and other issues of importance to provide the public and KCSO with a better understanding of the challenges faced by community and police alike in securing equitable public safety. The successful candidate will play an important role in trying to ensure the integrity of the KCSO's complaint and internal investigations processes and examine complaint trends to inform recommendations for systemic improvements to how police services are delivered.

This position requires a self-starter with knowledge of audit, interviewing, investigative and research techniques, police practices, and the criminal justice system. The ideal candidate will have a strong ability to conduct qualitative and quantitative analysis of law enforcement policies and practices. The Policy Analyst is a salaried, at-will, overtime-exempt classification reporting 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):**

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

#### **SCOPE OF JOB DUTIES:**

- **Analyze** the polies and practices of the KCSO and provide recommendations to specific policies.
- **Conduct and contribute to systemic reviews and audits** including timeliness, objectives, scope and methodology.
- **Help establish** policies and protocols to ensure the quality and timeliness of OLEO's systemic reviews.
- **Prepare** public reports on work activity and outcomes of OLEO. Assist in development and production of OLEO's Annual Report.

- **Assist** with the review and certification of individual KCSO administrative investigations as needed. In addition may attend, observe and participate in investigative interviews as needed.
- **Support and enforce** OLEO's equity and social justice values and objectives, both in OLEO operations and OLEO work product and priorities.
- **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.

### **OUR IDEAL CANDIDATE:**

Our ideal candidate will understand and have passion for police accountability, and working knowledge of issues relating to police practices, as well as expertise in data analysis, excellent written and verbal communication skills, initiative, and judgment.

Competitive candidates will have the equivalent of a Bachelor's Degree in criminal justice, government policy or auditing or a related field, or equivalent work experience and at least three (3) years' experience in auditing or analysis, and/or police policy, training and performance modeling or related field or equivalent experience and have demonstrated the following:

- **A commitment** to equity and social justice.
- **Knowledge** of police practices, police oversight, police investigations, and the criminal justice system.
- **Experience** conducting audits, interviewing, investigative and research techniques, principles, and practices.
- **Expertise to collect, evaluate and interpret** a broad range of complex data, either in electronic, written, statistical or narrative form.
- **Possess** the ability to remain objective and non-biased in conducting reviews and properly handle confidential communications.
- **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.

### **COMPENSATION:**

This position is open to all qualified candidates. The annual salary range for this position is \$96,057-\$129,186 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>

**For additional information about OLEO and the three new job openings they have, please watch this [VIDEO](#).**

**A complete job description can be downloaded by going:**

<https://kingcounty.gov/~media/Council/jobs/OLEOPolicyAnalyst1-28-2019>

### **HOW TO APPLY:**

**To apply go to:** [King County careers page](#)

A King County application is required to be considered for this opportunity.

### **Interested applicants must submit:**

- A letter of interest
- A resume
- A King County application.

NOTE: Online applications are preferred, however if you are unable to apply online, go to [www.kingcounty.gov/jobs](http://www.kingcounty.gov/jobs) 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](mailto:tracy.calderon@kingcounty.gov).