



### **City of Fort Worth, TX-Police Monitor**

Mackenzie Eason & Associates has been retained by the City of Fort Worth to help recruit their Police Monitor. The Police Monitor will be responsible for leading the activities and operations of the Police Oversight Office, provide civilian oversight over the Fort Worth Police Department and offer highly responsible feedback and guidance to the Assistant City Manager. As of October 1, 2019, the City is proactively forming a Police Oversight Office with a mission to listen, learn, build, and bridge in order to create an inclusive Fort Worth for all residents.

#### **The Opportunity**

The Police Monitor will serve as an impartial, unbiased representative of the Police Oversight Office, furnishing information to and interacting with government officials and community representatives that will support their advocacy of oversight. The Police Monitor will also lead the long-term operational planning for the Office and will lead efforts to empanel a Community Oversight Board and define the processes associated with independent oversight of the police department.

Duties & Responsibilities of the Police Monitor include:

- Establishing and implementing the independent investigative process to receive and review formal citizen complaints of the Police Department or its staff separate from Internal Affairs while maintaining communication with the Fort Worth Police Department and the Internal Affairs Division.
- Providing ongoing assurance that internal investigations by law enforcement are thorough, fair, and unbiased and that police practices in this regard are transparent.
- Review of the strategic planning/ long-range policy, practices and training of the Police Department to provide feedback and advice.
- Demonstrating a proactive approach when interacting with the community, keeping the community informed about the work of the Police Oversight Office, the City's role and oversight of the Police Department and Police-related activities impacting the community.
- Increasing communication from geographic locations in the city made up of majority-minority populations to listen to their issues and receive input directly from Fort Worth citizens.
- Review formal complaints that have been made against officers and monitors or participates in internal investigations which may include an independent review component.
- Examines broad patterns in investigations and recommends policy changes.
- Request and initiate professional review of individual or systemic issues concerning race, culture and diversity within the Police Department or of Police Department practices.

## **The Ideal Candidate**

The ideal candidate will have policing expertise, experience, or exposure and a knowledge of laws, principles, practice and procedures related to conducting investigations and administrative hearings. They must possess and maintain the highest degree of integrity, objectivity, and independence to ensure against any perception of bias.

The ideal candidate will possess knowledge, experience and skills including:

- Knowledge of social problems, community attitudes, organization and subcultures
- Effective framework of governmental and judicial structures and procedures
- Exceptional analytical, verbal and written communication skills
- Leadership and the ability to manage people, programs development and administration.
- Proficiency of organization and management practices and methods, including goal setting, program development and implementation, employee supervision, personnel management, employee relations, team building, budget development and financial management
- High level of resiliency and the ability not to personalize adversity
- The ability to work independently, fairly and objectively
- Knowledge of police administration and organization, and the rules, laws and regulations thereof
- Extensive experience in municipal law enforcement
- State, federal, and local laws including criminal law and employment law.
- State Civil Service Law (Chapter 143 of the Texas Local Government Code) and Civil Rights Law.
- Operations, services and activities of an oversight program.
- Methods and techniques of investigation, training, counseling and conflict resolution.
- Principles and practices of municipal budget preparation and administration.
- Principles and practices of staying current with recent developments in the Police community.

## **Job Requirements**

Bachelor's degree from an accredited college or university with major course work in labor/employment law, mediation, human resources management, business or public administration, or a related field.

Master's degree, Juris Doctorate, or PhD is highly desirable. At least four (4) years of experience in the field of public or private administration and supervisory responsibility or in the practice of law.

No prior experience with or other representation of the Fort Worth Police Department or individual Fort Worth Police Officers. Experience in all phases of Police monitoring, civilian oversight administration, and procedural justice is desired.

**To apply, please click the link below:**

<https://mackenzieeasonassociatesllc.applytojob.com/apply/OKKYzAZErD/City-Of-Fort-WorthPolice-Monitor>