City of Boulder
Independent Police Monitor
Salary: $90,000 - $100,000

The Opportunity
In October of 2019, the Boulder City Council adopted a Police Oversight Ordinance to establish an Independent Police Oversight Office and hire a civilian police monitor to review the handling of complaints, review trends in policing, recommend improvements to police practices, and to engage with the public. The Office will be located in the City Manager’s Office and report to the Equity Program Manager.

The Independent Police Monitor will establish and lead the operations of the Independent Police Oversight Office. They will set the operational philosophy of the Office and develop and maintain standard operating procedures to ensure all matters are handled in a thorough, objective, fair, and impartial manner.

A commitment to racial equity and an understanding of oppression and institutional racism is essential. The preferred candidate has an understanding of racial inequalities specifically in the criminal justice system and brings prior experience successfully working with multicultural communities. The Independent Police Monitor also demonstrates knowledge of social injustices and will quickly understand the community’s attitude towards the organization and our historical and contemporary race relations.

The Independent Police Monitor brings proven experience managing people, programs and community relations. The ideal candidate has prior knowledge and experience in the operation, service, and activities of an oversight program. With significant experience in data analysis and trending, the successful candidate easily identifies trends and problems hindering progress and develops and implements best practices to drive necessary change.

Read the full profile here.

About the City of Boulder
The City of Boulder believes in a future with equitable access to health, prosperity and fulfillment; where the community adapts and thrives in response to emerging, and sometimes urgent, social, economic and environmental challenges.

Boulder continuously works to provide service excellence for an inspired future. The City believes that a diverse work force adds quality and perspective to the services that are provided to the public. Therefore, they strive to develop and maintain a diverse work force which values and is sensitive to the differences among employees.

An important component of the City’s culture and environment is Boulder’s Leadership Philosophy – We believe each of us is a leader. We are motivated by the opportunities to make a positive difference for our community.
The City of Boulder has a council-manager form of government where the elected City Council sets policies and the council-appointed City Manager administers them. With a 2019 adopted budget of $369.7 million, the City of Boulder is served by approximately 1400 standard employees.

Qualifications
Extensive experience in law enforcement with specific experience in police monitoring, civilian oversight administration, and procedural justice with at least seven years leadership experience in the field of public or private administration or in the practice of law. Knowledge of methods and techniques of investigations, training, counseling, and conflict resolution along with demonstrated knowledge of the laws, principles, practice, and procedures related to conducting investigations and administrative hearings is essential. Strong experience in data analysis and trends with a track record of staying current with recent developments in the police community is necessary. Bilingual Spanish desired.

A bachelor’s degree from an accredited college or university with major course work in criminal law, mediation, or related field required. A juris doctorate degree desired. No prior employment or familial relationships with the City of Boulder Police Department or individual Boulder Police Officers.

To Be Considered
A cover letter expressing your interest in the City of Boulder and how you will successfully contribute to the Independent Police Monitor position should be addressed to Heather Gantz. Please submit your resume and cover letter via Waldron’s Candidate Portal. All qualified applicants are encouraged to apply as soon as possible, and no later than April 19, 2020.