Job Posting #8636 Independent Police Investigator has been posted.

Marketing Statement

Ride BART to a satisfying career that lets you both: 1) make a difference to Bay Area residents, and 2) enjoy excellent pay, benefits and employment stability. BART is looking for people who like to be challenged, work in a fast paced environment, and have a passion for connecting over 400,000 daily riders to work, school and other places they need to go. BART offers a competitive salary, comprehensive health benefits, paid time off, and the CalPERS retirement program.

Pay and Benefits

BART offers comprehensive compensation and benefits programs. Benefits include CalPERS pension; excellent medical (effective January 1, 2020 current employee cost $150.44 monthly for most plans), vision, and dental coverage; supplemental insurances; paid holidays and vacation; as well as two investment programs, one of which is entirely funded by BART. BART does not participate in Social Security. Complimentary BART passes for employee and qualifying dependents.

Pay Rate

$112,707.00 Minimum - $170,751.00 Maximum / Annually (Non-Represented position, Pay Band 08)

Initial salary offer will be between $112,707.00/annually - $140,883.00/annually (commensurate with experience and education)

Posted Date

July 27, 2020

Closing Date

August 10, 2020

Reports To

R. Bloom, Independent Police Auditor

Days Off

As assigned

Who May Apply

All current BART employees and qualified individuals who are not yet BART employees.

Current Assignment

This position will be responsible for assisting the Office of the Independent Police Auditor in investigating complaints or allegations of police officer misconduct, including but not limited to officer-involved shootings and in-custody deaths, unnecessary or excessive use of force, racial profiling, sexual orientation bias, sexual harassment, the use of deadly force, and suspicious or wrongful deaths. The position will be responsible for ensuring that all investigations and associated recommendations are thorough, objective, fair, and completed in a timely manner that comports with all applicable regulations and statutes. The position will also provide support in the collection and preparation of data for reporting and will present investigative findings to the BART Police Citizen Review Board as necessary.

Beyond meeting the minimum requirements, the ideal candidate will demonstrate knowledge in:
-Five (5) years experience in performing investigative work at a professional level in the field of law, law enforcement, or police oversight.

-General legal principles, laws and regulations relating to police conduct, police investigations, and the U.S. Constitution

-Concepts of racial equity

-Outstanding writing ability, particularly in crafting sound conclusions that are supported by facts

-Skill and experience in legal analysis and familiarity with case law applicable to law enforcement

-Superior attention to detail

- Conducting investigations in a thorough and timely fashion, including appropriate discretion in the management of confidential information

- Conducting interviews to obtain information about an incident under investigation

-Identifying, gathering, reviewing and analyzing information from a variety of sources, including technical and forensic reports regarding physical evidence

-Ability to maintain well-organized case files and other materials

-Communicating clearly and concisely, both orally and in writing

-Advanced methods and techniques of administrative investigations including developing an investigative plan and writing an investigative report
- Technological skills related to online resources, including but not limited to social media research and social media account maintenance

- A law degree and/or a graduate degree in one of the listed educational areas under minimum qualifications is preferred

**Essential Job Functions**
1) Interviews BART Police Department Officers, employees, civilian complainants, witnesses, and other parties as needed for each investigation.

2) Collects and reviews evidence including but not limited to photographs, videos, police reports, medical reports, and forensic reports, as needed to make sound conclusions.

3) Reviews and reports on complaint investigations conducted by the BART Police Department to ensure completion, objectivity, and fairness.

4) Maintains all records and reports as required by the Independent Police Auditor in accordance with confidentiality and other procedural and regulatory requirements of the District, and all State and Federal law.

5) Maintains records, files, data and supporting documentation for each case handled; preserves evidence in a secure and organized manner for evaluation and analysis, adhering to established customs and procedures regarding control and custody of records, including evidence.

6) Assists the Independent Police Auditor with the preparation of reports for the BART Police Citizen Review Board, the Board of Directors, the public, and other stakeholders. Such reports include but are not limited to summaries of complaints, disposition of complaints and periodic statistical reports.

7) Addresses and works with community groups, including participation in outreach and educational functions of the Office of the Independent Police Auditor.

8) Responds to the scene of officer-involved shootings that result in death or serious bodily injury to a citizen or a police officer. Intakes complaints of misconduct directly from members of the public.

Knowledge of:
General legal principles, laws and regulations relating to police conduct and police investigations.

Principles and practices of law enforcement.

Public safety emergency operations and procedures.

Advanced methods and techniques of administrative investigations.

Skill in:

Conducting investigations in a thorough and timely fashion, including appropriate discretion in the management of confidential information.

Researching, interpreting, and applying applicable Federal, State and local policies, laws and regulations, including those of the BART District and the BART Police Department.

Conducting interviews in order to obtain information about an incident under investigation.

Communicating clearly and concisely, both orally and in writing.

**Minimum Qualifications**

**Education:**

A Bachelor’s degree in criminal justice, criminology, public administration or a closely related field from an accredited college or university.

**Experience:**

Four (4) years experience in performing investigative work at a professional level in the field of law, law enforcement, police oversight or a closely related field.

**Other Requirements:**

Must possess a valid California driver’s license and have a satisfactory driving record.

Must be able to work various shifts, weekends, holidays, and overtime.

Must be able to respond to special investigative occurrences that arise during non-business hours.

Substitution: Additional professional experience as outlined above may be substituted for the education on a year-for-year basis.

**Selection Process**

Applications will be screened to assure that minimum qualifications are met. Those applicants who meet minimum qualifications will then be referred to the hiring department for the completion of further selection processes.
The selection process for this position may include a skills/performance demonstration, a written examination, and a panel and/or individual interview.

The successful candidate must have an employment history demonstrating reliability and dependability; provide copies of certificates, diplomas or other documents as required by law, including those establishing his/her right to work in the U.S.; pass a pre-employment medical examination which may include a drug and alcohol screen, and which is specific to the essential job functions and requirements. Pre-employment processing will also include a background check. (Does not apply to current full-time District employees unless specific job requires additional evaluations).

Application Process
External applicants may only apply online, at www.bart.gov/jobs. Applicants needing assistance with the online application process may receive additional information by calling (510) 464-6112.

Current employees are strongly encouraged to apply online, either at www.bart.gov/jobs, or on WebBART. Current employees may also apply using a BART paper application by delivering the completed form to the Human Resources Department, or by mailing it to P. O. Box 12688, Oakland, CA 94604-2688.

All applicants are asked to complete the application in full, indicating dates of employment, all positions held, hours worked, and a full description of duties. On line applicants are invited to electronically attach a resume to the application form to provide supplemental information, but should not consider the resume a substitute for the application form itself.

Applications must be complete by the closing date and time listed on the job announcement.

Equal Employment Opportunity
The San Francisco Bay Area Rapid Transit District is an equal opportunity employer. Applicants shall not be discriminated against because of race, color, sex, sexual orientation, gender identity, gender expression, age (40 and above), religion, national origin (including language use restrictions), disability (mental and physical, including HIV and AIDS), ancestry, marital status, military status, veteran status, medical condition (cancer/genetic characteristics and information), or any protected category prohibited by local, state or federal laws.

The BART Human Resources Department will make reasonable efforts in the examination process to accommodate persons with disabilities or for religious reasons. Please advise the Human Resources Department of any special needs in advance of the examination by emailing at least 5 days before your examination date at employment@bart.gov.

Qualified veterans may be eligible to obtain additional veteran's credit in the selection process for this recruitment (effective Jan. 1, 2013). To obtain the credit, veterans must attach to the application a DD214 discharge document or proof of disability and complete/submit the Veteran's Preference Application no later than the closing date of the posting. For more information about this credit please go to the Veteran's Preference Policy and Application link at www.bart.gov/jobs.

Other Information
Please be prepared to present documentation in support of any required licenses, degrees, or certifications upon request.

Please note that any job announcement may be canceled at any time.

Note
When you have successfully applied for this position you will receive an auto reply e-mail acknowledging that your application was received for this position. Please retain a copy of the e-mail for your records. If you receive an auto reply that does not specifically reference this position, please email Employment Help.
To verify submission of your application, click on the 'My Career Tools' link at the top of the 'Careers Home Page' after submitting your application to view the list of applications you have submitted (including application date and status). If you have further questions, please email the Employment Help at employment@bart.gov, between the hours of 8:15am - 5:00pm, Monday- Friday.