



Request for Proposals Training and Technical Assistance Consultants

The National Association for Civilian Oversight of Law Enforcement (NACOLE) is the nation's only organization of law enforcement oversight agencies, practitioners, and supporters. Established in 1995, as a 501(c)(3) not-for-profit organization, NACOLE's mission is to support independent oversight agencies that make law enforcement departments (police, jails, and prisons) transparent, accountable, and responsive to the communities they serve. NACOLE works with government officials, advocates, and/or agencies seeking to establish or improve oversight of law enforcement officers and departments throughout the United States. It works to fulfill its mission by:

- Offering training that includes an annual conference, regional training and networking conferences, webinars, and academic symposia;
- Providing technical assistance;
- Identifying effective civilian oversight practices;
- Encouraging networking, communication, and information-sharing among stakeholders; and
- Furnishing information to government officials, community representatives, and journalists that supports effective and sustainable civilian oversight of law enforcement.

Training and Technical Assistance Projects

NACOLE seeks to build a pool of qualified consultants to whom NACOLE can sub-contract training and technical assistance work.

Over the last several years, NACOLE has entered into contracts to provide training and technical assistance to jurisdictions such as Arlington County, VA, Cedar Rapids, IA, Fairfax County, VA, Madison, WI, and Santa Barbara, CA seeking to establish or strengthen existing civilian oversight mechanisms. NACOLE's training and technical assistance typically consists of presentations to and discussions with government and law enforcement officials, community and legal advocates, and interested members of the public concerning the history and evolution of civilian oversight of law enforcement; civilian oversight's goals and benefits; civilian oversight structures and models; effective civilian oversight practices; and steps generally needed for creating sustainable civilian oversight. It also often involves review of and assistance with enabling statutes, oversight agency's bylaws and operating procedures, and the oversight agency's staffing qualifications and training requirements. NACOLE's director of training and education has primarily been responsible for providing this training and technical assistance. The demand for NACOLE's training and technical assistance services, however, is now exceeding NACOLE's capacity.

Responsibilities and Essential Skills

NACOLE sub-contractor consultants will be working collaboratively with NACOLE's director of training and education, responsible for communicating with jurisdiction representatives, conducting training sessions, and providing technical assistance, as described above.

NACOLE seeks proposals from individuals who possess extensive knowledge and understanding of civilian oversight and law enforcement accountability issues; experience working in the civilian oversight of law enforcement field; excellent communication skills; and ability to develop and make PowerPoint presentations. Current NACOLE board members are not eligible to apply to be paid sub-contractor consultants.

Selection Process

On an ongoing basis, the NACOLE board will review qualified proposals and choose a limited number of consultant applicants for follow-up interview conversations. Consultant applicants may be asked to make a presentation to demonstrate their skills as a presenter and their knowledge of civilian oversight of law enforcement. The NACOLE board of directors will make the final selection. Once in the pool of consultants, NACOLE may choose to select the consultant for one or more projects.

Consultants must submit proposals in response to the RFP via e-mail, in either Microsoft Word or Portable Document Format (PDF), to Cameron McElhiney, at mcellhiney@nacole.org. Applications should include a cover letter, resume, list of references, and at least one writing sample and one presentation example. Since NACOLE intends to continually refresh its pool of consultants, there is no deadline for proposal submission.