



Minneapolis

City of Lakes

Director Police Conduct Review (Civil Rights)

The City of Minneapolis operates with an Executive Mayor-Legislative Council form of government. The Mayor and 13 City Council members from individual wards are elected for concurrent four-year terms. The annual budget is \$1.2 billion, with approximately 4,100 employees. Minneapolis has faced many challenges over the past few years and is looking for employees committed to positive change.

The Office of Police Conduct Review (OPCR) is a neutral agency. We investigate allegations of police misconduct made to the City of Minneapolis.

The successful candidate will function as an administrator for the operations of the Civilian Police Conduct Review Office, providing leadership and supervision to staff, and work in collaboration with the sworn head of the Police Department's portion of the Office, to facilitate processing and handling of complaints.

Director of Police Conduct Review

The Director of Police Conduct Review will manage and supervise the Civilian operations of the Office of Police Conduct Review. You will be responsible for developing and monitoring strategies for ensuring compliance with the City's Police Conduct Ordinance and relevant rules.

Desired Leadership Characteristics

- Balance the need of strategic thinking and direction with the day to day management of the department.
- Have a high degree of integrity and work ethic.
- Collaborate with other government agencies, neighborhood groups, policymakers, and city staff and leadership to achieve goals of the city.
- A strong champion for change.
- Ability to operate professionally during difficult times.
- Committed to creating an inclusive environment as part of leadership objectives and goals.

Job Duties & Responsibilities:

- Function as a principal administrator for creating, communicating, executing, operating, and evaluating the City's top entity for providing the public meaningful, participatory oversight of the police and their interactions with the citizenry.
- Responsible for developing and monitoring strategies for ensuring compliance with the City's Police Conduct Ordinance and relevant rules.
- Work in collaboration with the head of the Minneapolis Police Department Internal Affairs Unit to direct the activities of the Office of Police Conduct Review to screen, review and make decisions on the handling of complaints filed by individuals against Minneapolis Police Officers, including when to send cases to mediation.
- Responsible for recruiting, evaluating the qualifications of, and for nominating civilian candidates for membership on a Police Conduct Review Board wherein members are appointed by the Mayor and City Council
- Analyze written reports and evidence, comprehend complex rules, ordinances and procedures, and use data and information- often of an intricate nature - to make effective decisions and recommendations
- Provide administrative oversight over budget and personnel office to ensure the accomplishment the Division's goals and of the Department of Civil Rights goals.
- Represent the City on issues related to the Office of Police Conduct Review before various boards and agencies, and in legal matters as required.
- Serve as liaison with the City Council or Mayor, and other Stakeholders for the Civil Rights Department.
- Assist the Director, Civil Rights in the day-to-day management of the Department to ensure the programs and policies achieve its mission.

Expected Work Hours

Traditional work hours apply with some exceptions

Education and Experience

The candidate will possess a minimum of a bachelor's degree, five years of related experience, three of which, must have included, administrative, supervisory, or management responsibilities; have a valid Minnesota Driver's License or the ability to gain one within three months. Most have experience working in or supporting investigations, display considerable knowledge of relevant laws, rules, general orders, regulations, and be able to quickly develop knowledge of City ordinances; and demonstrated commitment to Diversity, Equity, and Inclusion.

The ideal candidate for this position will possess: Five years of related experience, three of which, must have included, administrative, supervisory, or management responsibilities. Knowledge of investigation and analysis techniques. Knowledge of Police Conduct policies and procedures. Developed management and communication skills (written and oral). Ability to

work under pressure and time constraints. Ability to be flexible, ability to work with diverse constituency.

Compensation and Benefits

The Director of Police Conduct Review is an appointed position with competitive compensation. Salary is based on past leadership experience with a salary range of \$109,855.20 to \$130,226.72 per year. The benefits package includes medical and dental coverage, a health and wellness program, health reimbursement accounts, flexible spending accounts, pension plans and deferred compensation retirement savings, vacation, and sick leave, and 12 paid holidays.

To Be Considered

The hiring process is designed to allow candidates to demonstrate those qualities that make them an ideal candidate for the position of Director Police Conduct Review (Civil Rights) in the dynamic and exciting City of the Minneapolis.

Apply for this position today at abstrategicgroup.com. The application will consist of a cover letter and a resume, including five personal references, and your salary expectation on your resume. Please submit as one PDF File. Closing Date Sunday July 17, 2022 at 11:59 PM Central.

Contact AB Strategic Security Group CEO Jesus "Eddie" Campa for questions at (915) 243-1412 ext. 3.

For more information and to see a detailed brochure visit and apply at <https://abstrategicgroup.com/director-police-conduct>