

Director Police Conduct Review (Civil Rights)

Recruitment Services Provided By AB Strategic Security Group LLC



Minneapolis
City of Lakes

The City of Minneapolis, Minnesota

Invites your interest in the position of Director—Police Conduct Review



About The City of Minneapolis

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.



Who We Are

Minneapolis is the largest city in Minnesota and is nationally recognized as a progressive city with a strong economy and a highly engaged and diverse populace.

Minneapolis is well positioned for continued growth and prominence. Minneapolis is a major city in Minnesota that forms the "Twin Cities" with the neighboring state capital of St. Paul. Bisected by the Mississippi River, it's known for its parks and lakes.

Minneapolis is also home to cultural landmarks like the Walker Art Center, a contemporary art museum, and the adjacent Minneapolis Sculpture Garden, famed for Claes Oldenburg's "Spoon bridge and Cherry" sculpture.

Minneapolis is known for its walkable downtown, home-grown restaurants, award-winning breweries and distilleries, one of the country's top park systems, and our love of sports and all things Prince. Our City has long welcomed people from around the world. We're a community leading the path forward to become a place that creates, fosters, and embraces equity and justice for all. Learn about what makes Minneapolis great. www.minneapolis.org/visitor

Creative, collaborative, courageous people shaping the future of Minneapolis

What sets Minneapolis apart?

- * We have a robust and diverse economy with industry and businesses.
- * We are in the top five creatively vital cities in the country.
- * We are a racially diverse city, home to large immigrant and native communities.
- * We are an inclusive city with a strong LGBTQ+ scene.
- * We are known as one of the most bicycle-friendly cities.
- * We love the arts: Minneapolis is second only to New York City's per capita attendance at theater and arts events.
- * We have one of the premier park systems in the country, with 170 parks covering more than 6,700 acres of land and water.
- * We have 22 lakes, giving us the nickname "The City of Lakes."



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



Position Description

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.

Mission

Promote adherence to the highest standard of police conduct and foster mutual respect between the Minneapolis Police Department and the community it serves by fairly, objectively, and neutrally investigating complaints that allege misconduct by Minneapolis Police officers.

Vision

To embed significant positive cultural changes in interactions between police officers and the community that will enhance and retain mutual respect and compassion.

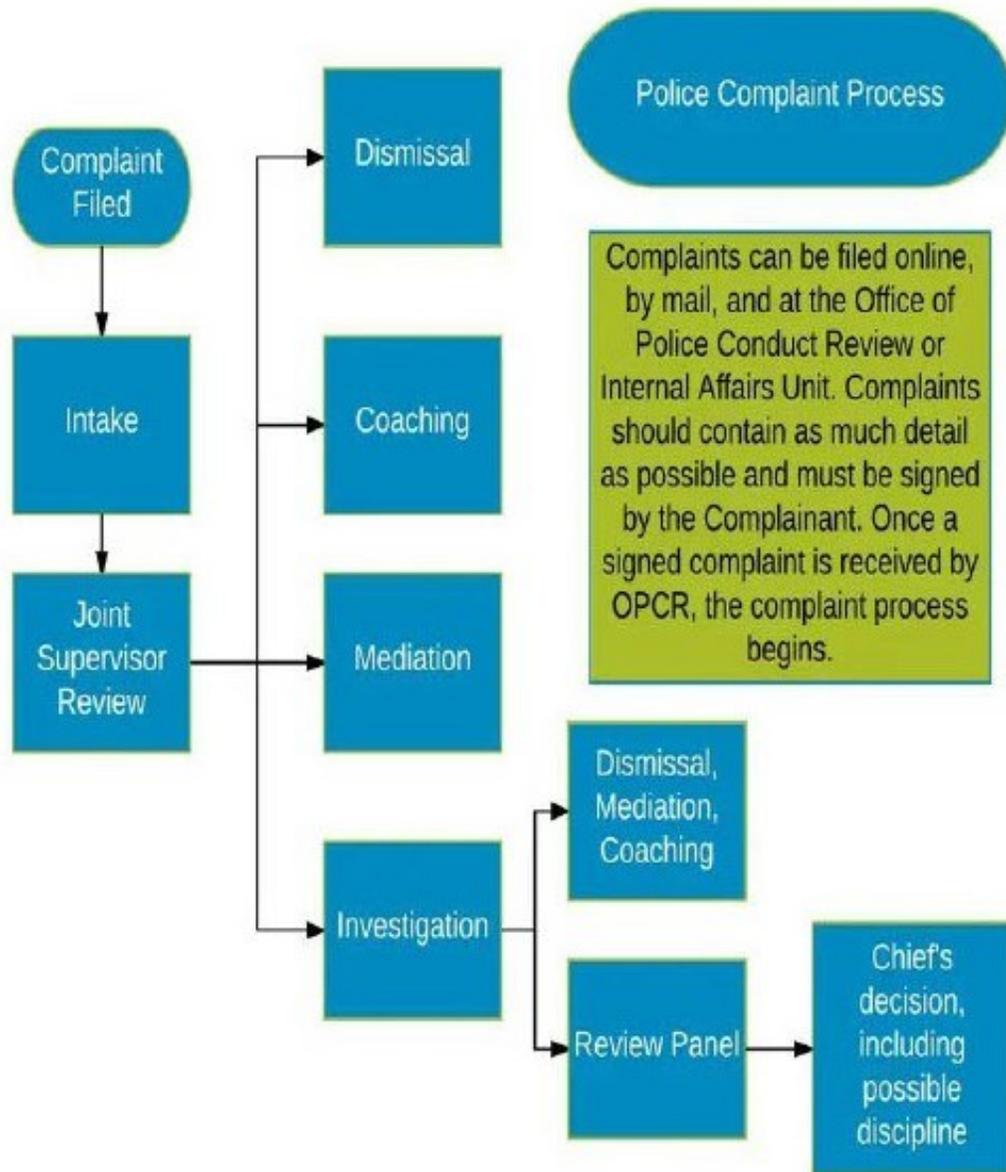


Objectives

1. Assuring that police services are delivered in a lawful and non-discriminatory manner
2. Providing the public meaningful participatory oversight of police misconduct
3. Investigating complaints of misconduct on the part of officers of the Minneapolis Police Department



Office of Police Conduct Review



Our Workforce

The employees at the city of Minneapolis faithfully serve the residents, businesses, and visitors of the city every day. Some jobs are more visible in the community, while some are behind the scenes, but each employee in the city plays a role in keeping Minneapolis a vibrant place that tops many lists.

Our employees look for ways to keep Minneapolis at the leading edge, offering services and policies that are more comprehensive and progressive than the vast majority of cities. As a result, our employees are a key reason why Minneapolis is a place where everyone has an equitable opportunity for success and happiness.

Our purpose, to serve the residents, businesses, and visitors of Minneapolis, is the foundation of everything we do. It shapes our priorities, our work, and our culture. It drives our employees to look for new ways to serve, creating an innovative and engaging culture.

The employees of the city of Minneapolis are aligned for a singular purpose to serve our community.

Desired Leadership Characteristics Include:

- 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.

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Adopted Competencies for Leadership Positions

Focus on results: Take initiative, drive for results, and establish stretch goals.

Personal capability: Demonstrates technical/professional expertise, solves and analyzes issues, innovates, and practices self-development.

Character: Displays high integrity and honesty.

Leading change: Develop a strategic perspective, champions change and connect the group to the outside world.

Interpersonal skills: Communicate powerfully and prolifically, Build relationships, develops others, inspire and motivate others to high performance, and collaborate and foster teamwork.

Cultural agility: Demonstrates awareness of and sensitivity to the needs and concerns of individuals from different perspectives, cultures, and backgrounds. These differences may include education, job preference, work style, race, gender, country of origin, disability, age, sexual orientation, gender identity, etc. Respects differences and adjust behavior and communication style to best meet the group's or individual's needs. Accepts one's own cultural identity and sees the value of other points of view; and

Strives to create a racially equitable work environment: Develops policies and practices and makes strategic investments to reverse racial disparity trends, eliminate institutional racism, and ensure that outcomes and opportunities for all people are no longer predictable by race. Through consistent behaviors and actions, foster an equitable work environment. Creates fair and just opportunities and outcomes for all people.



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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.

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.

Competencies

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| <ul style="list-style-type: none">• Knowledge of investigation and analysis techniques• Knowledge of Police Conduct policies and procedures• Developed management and communications skills (written and oral)• Ability to work under pressure and time constraints• Strong Teamwork Experience | <ul style="list-style-type: none">• Advance Communication Skills• Positive Attitude• Strong Decision-Making Skills• Ethical• Organized• Problem Solving• Possess Innovative and creative skills• Inclusive Leader with proven leadership skills |
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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.



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