



THE BYERS GROUP

EXECUTIVE SEARCH AND C-SUITE CONSULTING

CITY OF CHICAGO
CIVILIAN OFFICE OF POLICE ACCOUNTABILITY
CHIEF ADMINISTRATOR

Chicago, the nation's third-largest city, is a major cultural, financial, and transportation hub on the shores of Lake Michigan. Home to 2.7 million residents, Chicago is celebrated for its rich architectural legacy, vibrant neighborhoods, world-class arts and culture, and strong civic pride. The City operates under a Mayor-Council form of government and is committed to equity, transparency, and public service.

The Civilian Office of Police Accountability (COPA) is an independent civilian agency that investigates allegations of police misconduct, including excessive force, officer-involved shootings, deaths in custody, sexual misconduct, and bias-based verbal abuse. In addition to investigating serious incidents, COPA identifies patterns of misconduct and issues policy recommendations to improve policing practices and strengthen public trust.

Appointed by the Community Commission for Public Safety and Accountability, and subject to City Council approval, the Chief Administrator leads COPA's team of approximately 140 professionals, overseeing investigative, legal, and administrative divisions. This role is responsible for ensuring investigations are fair, thorough, and timely; advancing systemic reforms; maintaining constructive relationships with law enforcement and community stakeholders; and serving as COPA's public voice in hearings, forums, and the media.

The ideal candidate is a courageous, principled leader, an attorney or experienced investigator with substantial experience in criminal, civil rights, labor law, or law enforcement oversight. They will demonstrate proven ability to handle complex, high-stakes investigations; balance transparency with confidentiality; build trust across diverse communities; and foster an equitable, mission-focused organizational culture. Integrity, sound judgment, political acumen, and the capacity to navigate Chicago's intricate civic landscape are crucial.

This position offers a salary of \$203,532 plus benefits. First consideration will be given to applications received by September 26, 2025. Submit a resume and letter of interest to **copa.chief@byersgroupca.com**. Confidential inquiries: Brett Byers, (323) 403-8279, brett@byersgroupca.com or Christine Boulware, (312) 391-6098, christine@byersgroupca.com. The complete leadership profile is on [The Byers Group website](#).

The City of Chicago is proud to be an equal opportunity employer committed to building a diverse and inclusive team.