

City of Oakland

Constitutional Policing Administrator (CPA)

The City of Oakland, California, is conducting a national search for the position of Constitutional Policing Administrator (CPA). The CPA is an at-will management classification that plays a critical role in serving as compliance, technical assistance and accountability function embedded within the Oakland Police Department (OPD); and regularly provides updates to the Mayor and City Administrator on a wide range of OPD operations, policies and procedures. This position partners with internal and external stakeholders to build public trust in OPD by providing hands-on technical assistance in all areas of OPD operations, including recruitment, contracts, internal audits, risk management and police operations. This vital position provides consistent support and accountability as OPD focuses on policy and constitutional law adherence, and community trust building. The Constitutional Policing Administration must exercise considerable initiative and independent judgment in reviewing and resolving operational problems and policy matters that may arise. The incumbent receives direction from an Assistant City Administrator or the City Administrator.

The CPA will enhance internal accountability, update the Mayor and City Administrator on a wide range of OPD operations, and ensure compliance with the principles of constitutional policing. The CPA will be guided by national best practices and the Negotiated Settlement Agreement (NSA). The CPA fosters and maintains effective and collaborative relationships with a variety of stakeholders, including City departments, internal governing bodies, regional and state partners, community organizations and leaders, and other public and private agencies.

The following qualifications are guidelines, as the appointing authority has broad discretion in filling positions in this classification.

Education – This position requires a Bachelor's degree, from an accredited college or university, with major coursework or concentration in law enforcement, police science, criminal justice, social justice, social science, public or business administration, law, or a closely related field. An advanced degree, such as a juris doctorate, Master's degree, or higher, is desirable.

Experience – This position requires five (5) years of professional experience in a legal or administrative setting that includes substantial responsibility for conducting investigations, audits, policy analysis, and/or oversight activities related to law enforcement issues. Senior-level executive management experience is highly desirable.

License or Certification / Other Requirements – An incumbent in this position is expected to operate automotive vehicles in the performance of assigned duties. Due to the nature of the assignment and the hours worked, public transportation is not a cost effective or efficient method for traveling to the various locations required. Individuals who are appointed to this position will be required to maintain a valid California Driver's License throughout the tenure of their employment.

Possession of a certification from the National Association of Civilian Oversight of Law Enforcement as a Certified Practitioner of Oversight is desirable.

The annual salary range for this position is \$175,879.44 to \$263,819.28. Salary is negotiable within the defined range depending on qualifications. Benefits include generous medical insurance, life insurance, automobile allowance, paid holidays, vacation, sick leave, management leave, CalPERS retirement, and voluntary deferred compensation.

Interested candidates should apply by emailing a compelling cover letter and comprehensive resume to apply@ralphandersen.com by **Wednesday, September 16, 2026**. References will not be contacted until mutual interest has been established. Confidential inquiries directed to Chief Daniel Hahn (ret.) at (916) 630-4900 or email Daniel@ralphandersen.com. Confidential inquiries are strongly encouraged and welcomed.

Detailed brochure available at <https://ralphandersen.com/jobs/constitutional-policing-administrator-city-of-oakland/>.