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City of Boulder, Colorado

Independent Police Monitor

Job Ad Posting

The Opportunity

In October of 2019, the Boulder City Council adopted a [Police Oversight Ordinance](#) to establish an Independent Police Oversight Office and hire a civilian police monitor to review the handling of complaints, review trends in policing, recommend improvements to police practices, and to engage with the public. The Office will be located in the City Manager's Office and report to the Equity Program Manager.

The Independent Police Monitor will establish and lead the operations of the Independent Police Oversight Office. They will set the operational philosophy of the Office and develop and maintain standard operating procedures to ensure all matters are handled in a thorough, objective, fair, and impartial manner.

A commitment to racial equity and an understanding of oppression and institutional racism is essential. The preferred candidate has an understanding of racial inequalities specifically in the criminal justice system and brings prior experience successfully working with multicultural communities. The Independent Police Monitor also demonstrates knowledge of social injustices and will quickly understand the community's attitude towards the organization and our historical and contemporary race relations.

The Independent Police Monitor brings proven experience managing people, programs and community relations. The ideal candidate has prior knowledge and experience in the operation, service, and activities of an oversight program. With significant experience in data analysis and trending, the successful candidate easily identifies trends and problems hindering progress and develops and implements best practices to drive necessary change.

Read the full profile [here](#).

About the City of Boulder

The City of Boulder believes in a future with equitable access to health, prosperity and fulfillment; where the community adapts and thrives in response to emerging, and sometimes urgent, social, economic and environmental challenges.

Boulder continuously works to provide service excellence for an inspired future. The City believes that a diverse work force adds quality and perspective to the services that are provided to the public. Therefore, they strive to develop and maintain a diverse work force which values and is sensitive to the differences among employees.

An important component of the City's culture and environment is Boulder's Leadership Philosophy – We believe each of us is a leader. We are motivated by the opportunities to make a positive difference for our community.

The City of Boulder has a council-manager form of government where the elected City Council sets policies and the council-appointed City Manager administers them. With a 2019 adopted budget of \$369.7 million, the City of Boulder is served by approximately 1400 standard employees.

Qualifications

Extensive experience in law enforcement with specific experience in police monitoring, civilian oversight administration, and procedural justice with at least seven years leadership experience in the field of public or private administration or in the practice of law. Knowledge of methods and techniques of investigations, training, counseling, and conflict resolution along with demonstrated knowledge of the laws, principles, practice, and procedures related to conducting investigations and administrative hearings is essential. Strong experience in data analysis and trends with a track record of staying current with recent developments in the police community is necessary. Bilingual Spanish desired.

A bachelor's degree from an accredited college or university with major course work in criminal law, mediation, or related field required. A juris doctorate degree desired. No prior employment or familial relationships with the City of Boulder Police Department or individual Boulder Police Officers.

Compensation

The hiring range of \$90,000 – \$100,000 for the Independent Police Monitor will depend on the qualifications of the successful candidate. The City of Boulder is a progressive organization that values employee engagement and well-being. The City recognizes the importance of providing an encompassing health and life benefits program to employees, including Telework, Flex Schedules, Telehealth and Wellness Incentives, Infants and Dogs at Work Program, and an Employee Discount Program on goods and services throughout the Boulder Community. Additional information can be viewed [here](#).

To Be Considered

Respect is one of Boulder's five City Values, and they are committed to diversity, equity, and inclusion. The City celebrates and supports differences across all spectrums, including but not limited to ethnicity, gender, age, disability, and sexuality. Through the City's focus on racial equity, employee benefits, and the many program resources offered to employees, Boulder continually strives to weave respect for one another into the fabric of their organization.

Add your voice and talents to the City of Boulder and help them grow in service excellence for an inspired future. Applications will be accepted electronically by The Novak Consulting Group at <https://bit.ly/2N9WH8h>. Applicants complete a brief online form and are prompted to provide a cover letter and resume. Open until filled with ongoing review of applications.