

Independent Police Monitor | City of Madison

Salary: \$103,636 to \$139,909 annually plus benefits

Open: XX/XX, 2021 | **Close:** XX/XX, 2021

About Madison

The City of Madison has a diverse population of over 250,000 in a region of more than 500,000 and is consistently ranked as one of the best places to live in the U.S. Encompassing five lakes, Madison is home to a City-owned transit system with high ridership, a walkable and thriving downtown, many unique and walkable neighborhoods, one of the best networks of biking trails in the U.S., distinctive locally owned restaurants and businesses, excellent healthcare, and unique music and cultural venues. The Madison economy is thriving. State government and the University of Wisconsin-Madison are the foundation of the regional economy and the City is witnessing strong and diverse growth in biotechnology, information technology, healthcare, insurance, and specialized manufacturing.

About the Position

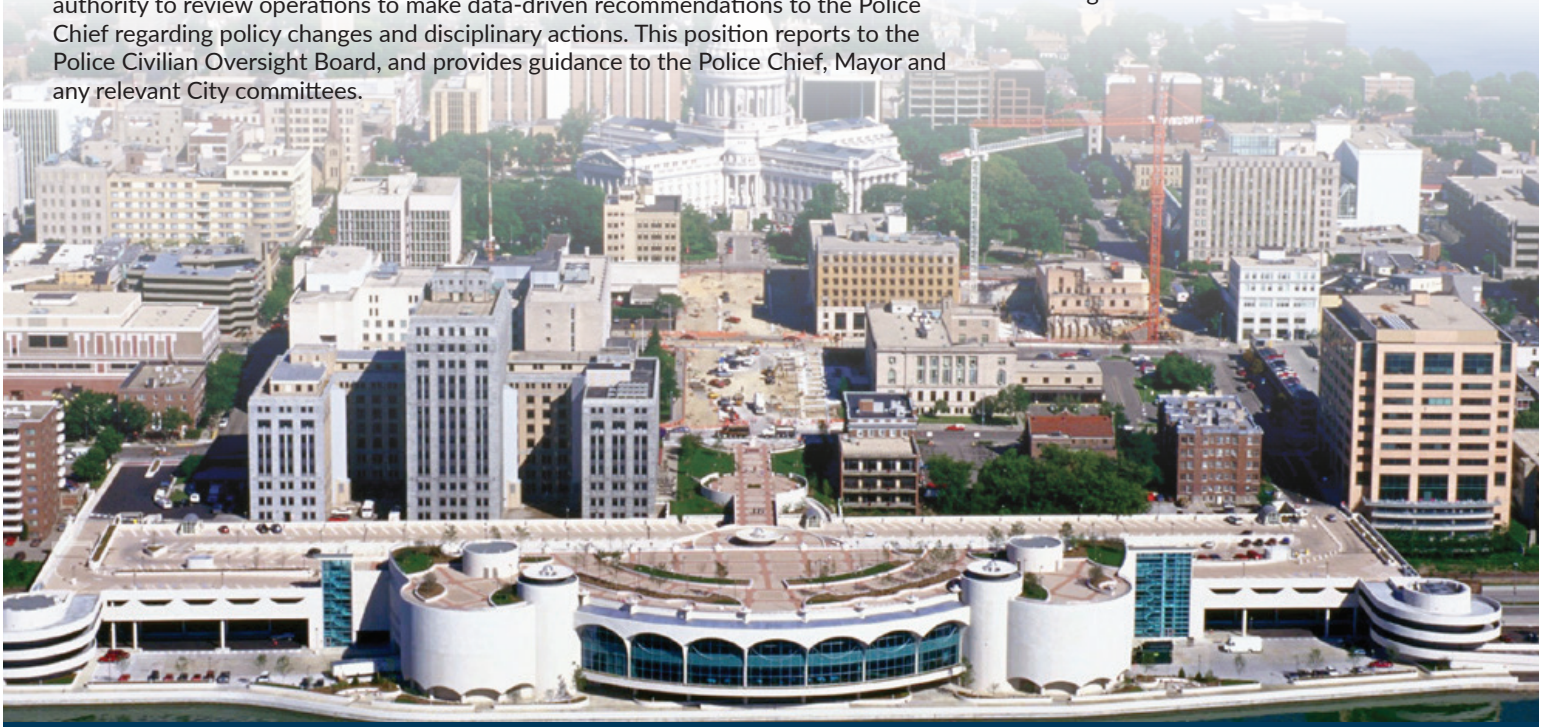
The City of Madison and Police Civilian Oversight Board are seeking an independent and highly qualified candidate with a commitment to racial equity within the criminal justice system to establish and lead the operations and staff within the City of Madison's new Office of the Independent Police Monitor. The Independent Police Monitor will implement both the long-term visionary and short-term operational priorities of the agency and is responsible for the overall agency performance. The Monitor will provide professional, managerial, administrative, and auditing work to oversee the Madison Police Department's compliance with internal policies and procedures, ensuring those policies and procedures align with research-based best practices and applicable local, state and federal laws. The Monitor will review use of force incidents, oversee the processing of civilian complaints, and ensure independent review of police operations. Through full access to all police data, the Monitor will examine systemic patterns in police conduct, complaints, and critical incidents and have authority to review operations to make data-driven recommendations to the Police Chief regarding policy changes and disciplinary actions. This position reports to the Police Civilian Oversight Board, and provides guidance to the Police Chief, Mayor and any relevant City committees.

IMMEDIATE RESPONSIBILITIES:

- Establish the Office of the Independent Police Monitor;
- Develop standard operating procedures under the direction of the Police Civilian Oversight Board;
- Recruit, train, and develop highly qualified and engaged staff;
- Monitor compliance and perform independent audits of police operations;
- Receive and investigate civilian complaints;
- Lead community outreach and engagement efforts.

LONG-TERM RESPONSIBILITIES:

- Develop and implement goals, strategies, and priorities;
- Research best practices in police operations and provide guidance;
- Develop, administer and monitor the office budget;
- Establish annual performance standards and goals.



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The Ideal Candidate

- Has a commitment to and understanding of the importance of racial equity within the criminal justice system;
- Has a clear understanding of the communities served in Madison;
- Has experience with individuals of diverse ethnic, cultural and socio-economic backgrounds;
- Has experience in community relationship building;
- Will function in a thorough, objective, fair, and impartial manner;
- Has a working knowledge of the full range of supervisory principles and practices, labor relations, and personnel management, and the ability to effectively supervise and manage employees;
- Has professional experience in complex investigations and research in criminal justice reform, criminology, public administration, public policy, sociology, criminal litigation, or a closely related field;
- Can identify rules, principles, or relationships that explain facts, data, or other information;
- Can analyze information and makes correct inferences or draws accurate conclusions;
- Can analyze and assess policies and operational needs and making appropriate recommendations;
- Can identify, address, and respond to sensitive community and organizational issues, concerns and needs;
- Will manage and resolve conflicts, grievance, confrontations, or disagreements in a constructive manner to minimize negative personal impact;
- Will exercise sound judgment, independence, fairness, and objectivity in an environment where controversy is common;
- Has the ability to show empathy and compassion in difficult and stressful situations;
- Can persuade others to accept recommendations, cooperate, or change their behavior;
- Will work with others towards an agreement;
- Can negotiate to find mutually acceptable solutions;
- Shows understanding, friendliness, courtesy, tact, empathy, cooperation, concern, and politeness to others;
- Relates well to people from varied backgrounds, cultures, age groups, genders and different life circumstances;
- Has the ability to develop and maintain effective working relationships with staff, agency managers and employees, elected officials, the media, and the general public;
- Has the ability to deal tactfully and firmly with potential hostile individuals;
- Has the ability to compose, review, edit, and issue written materials for diverse audiences;
- as the ability to communicate purpose in a succinct and organized manner that is appropriate for context, time, and place;
- Has the ability to interpret and explain complex laws, ordinances, enforcement principles and practices, regulations, policies, and procedures;
- Will develop and administer program goals, objectives, budgets and procedures;
- Will select, supervise, train and evaluate staff;
- Will be highly organized and multi-task on projects simultaneously;
- Will outline, coordinate and conduct investigations and associated activities;
- Will develop and make presentations to large groups;
- Conducts research and prepare written narrative and statistical reports;
- Works independently and maintain adequate attendance;
- Is a team player who can take direction from and offer thoughtful input to the COB.

Minimum Qualifications

- Four (4) years of experience in public or private administration, police oversight, or a related field and a clear understanding of the communities served.
- A postsecondary degree in a related field (in lieu of a specific degree, an equivalent combination of education, training and experience shall also be considered).

Other combinations of training and/or experience, which can be demonstrated to result in the possession of the knowledge, skills, and abilities necessary to perform the duties of this position will also be considered.

Application Process

Applicants must apply for the position on the City's website at cityofmadison.com/jobs. Applications must be received by XX/XX, 2021 to be considered.