



Baltimore Police Department Position Announcement

The Baltimore Police Department (BPD) has operated as the primary law enforcement agency for the City of Baltimore since 1784. The Police Commissioner, appointed by the Mayor, is the chief executive of the department.

The BPD recently underwent a comprehensive civil rights, pattern and practice investigation by the United States Department of Justice. As a result of this investigation, the BPD and the DOJ have negotiated a consent decree. The consent decree will require the BPD to continue the rapid implementation of process improvements over the next several years.

To quickly implement the consent decree mandates BPD is seeking driven, dynamic and capable professionals to perform various functions. These non-civil service positions will join the BPD Compliance, Accountability & External Affairs, Best Practices and Professional Development & Training Academy teams.

Hiring Salary	Position Title	Responsibilities & Requirements
\$45,000	Operations Assistant II (Community Liaison)	Serves as a liaison between Compliance, Accountability, and External Affairs Division managers and relevant community groups, associations and business and faith based leaders. The selected candidate will also develop and coordinate outreach programs for an assigned area and advise community and neighborhood groups on progress related to consent decree reforms, as well as, activities associated with BPD programs, policies and projects. A high school diploma/GED certificate and two years of experience in community collaboration or engagements, performing and coordinating standard administrative/operational projects along with a valid driver's license or an equivalent combination is required.
\$95,000	Program Compliance Supervisor (Consent Decree Manager Supervisor)	Oversees a team of Program Compliance Officers responsible for managing compliance of select number of consent decree mandates. The chosen candidate will provide guidance for develop strategies, policies and procedures, research best practices and make training recommendations to ensure all BPD personnel are compliant with stated mandates. A Doctorial or Masters' degree from an accredited college or university in Criminal Justice, Law, Public Administration, Program/Project Management, Political Science or a related field and three years of progressively responsible experience supervising program evaluation, coordinating and planning projects; or a Bachelor's degree in the same areas as listed previously and five years of progressively responsible experience supervising program evaluation, coordinating and planning projects.

\$62,000	Program Compliance Officer II (Consent Decree Manager)	<p>Manages compliance of specific mandates within the consent decree by providing technical assistance to sworn and civilian members; develops goal oriented strategies, reviews procedures and researches best practices, makes training recommendations and produces professional reports on the progress of consent decree reforms.</p> <p>A Bachelor's degree from an accredited college or university in Criminal Justice, Public Admin, Program/Project Management, Political Science or a related field and three years of experience in program evaluation, coordination, planning or supervision or an equivalent combination is required.</p>
\$62,000	Operations Officer II (Internal Performance Auditor)	<p>Conducts internal performance audits on all operational and administrative procedures and provides quantitative and qualitative measurements of the department's compliance.</p> <p>A bachelor's degree in Accounting, Bus Admin, Public Admin, Economics or a related field from an accredited college or university and four years of auditing, regulatory compliance or quality control experience or an equivalent combination is required</p>
\$85,000	Operations Officer V (Internal Performance Audit Supervisor)	<p>Supervises teams of sworn and civilian auditors who conduct comprehensive performance, compliance, and financial audits of BPD administrative and operational activities.</p> <p>A Masters' degree from an accredited college or university in Accounting, Bus Admin, Public Admin, Bus Management or a related field and 3 years of experience supervising audits, regulatory compliance or quality control; or a Bachelor's degree in the same areas as listed previously or a related field and 5 or more years of supervision is required.</p>
\$62,000	Research Analyst	<p>Applies appropriate research methodologies to rigorously evaluate the impact of program reforms implemented under consent decree mandates.</p> <p>A Bachelor's degree from an accredited college or university, preferably with a course in quantitative or research methods and two years of experience compiling, analyzing and interpreting program data or an equivalent combination is required.</p>

REQUIREMENTS

The ideal candidates will possess exceptional experience in the respective fields listed above, along with a verifiable track record of success. These fast paced career opportunities require excellent communication skills and experience from a professional who is willing and able to produce measureable outcomes.

These full-time **Non-Civil Service** positions offer comprehensive benefits packages along with competitive salaries. Candidates under final consideration will be required to successfully complete the Baltimore Police Department background process.

Qualified candidates should submit a resume and letter of interest, noting the position of interest in the subject line, along with a salary history to Kim.Stevenson@baltimorepolice.org. Positions will remain posted until filled.

The Baltimore Police Department is an Equal Employment Opportunity Employer

www.baltimorepolice.org

TTY: 711

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