

The Office of the D.C. Auditor is conducting a national search for an expert in law enforcement and government accountability to serve in a new position providing oversight of the Washington D.C. Metropolitan Police Department and other local law enforcement agencies. The “Deputy Auditor for Public Safety” is an innovation recommended by the District’s Police Reform Commission created following death of George Floyd and was authorized in legislation enacted by the Council of the District of Columbia on December 20, 2022. The Commission’s 2021 report said the new role was “designed to improve MPD’s policing practices and procedures and make these practices clear and understandable to the public, thereby enhancing the legitimacy of and public trust in MPD.”

See the position description below. Salary range and application procedures are [here](#).

DEPUTY AUDITOR FOR PUBLIC SAFETY

Occupational Series: 0511

Position overview

On December 20, 2022, the D.C. Council approved Bill 24-320, the “Comprehensive Policing and Justice Reform Amendment Act of 2022”, including creation of a new position of Deputy Auditor for Public Safety (“Deputy Auditor”) within the Office of the District of Columbia Auditor. The Deputy Auditor for Public Safety will serve in an executive staff capacity responsible for directing staff in independent, qualitative, and quantitative analyses through investigations, evaluations and performance reviews conducted in accordance with Generally Accepted Government Auditing Standards (Yellow Book). The primary goals of ODCA’s public safety division are to increase public safety, build stronger police-community relations, and enhance the effectiveness of the Metropolitan Police Department, Housing Authority Police Department, District-licensed security companies (special police), and the Department of Corrections.

Major duties and responsibilities

Develop the strategic vision, objectives, and plan for the public safety division of the Office of the DC Auditor to achieve its mission, meet its statutory mandates, and exercise its powers to maximize the impact of its resources.

Review, analyze and make findings regarding system-wide patterns and practices including but not limited to serious uses of force; searches and seizures; use and execution of search warrants; hiring, training and promotions; internal investigations and discipline.

Conduct periodic reviews of Office of Police Accountability’s handling of misconduct complaints and cases to assess and certify the timeliness, quality and integrity of those investigations and findings.

Recommend audit topics; design, draft and issue written reports of findings and recommendations to include periodic summaries of inquiries conducted and recommendations adopted.

Analyze and evaluate data sets representing multiple investigations in order to identify trends. Ensure all reports present factual data accurately, fairly, and objectively.

With the D.C. Auditor, serve as a liaison for ODCA on police and police accountability oversight matters with elected and appointed officials, police and criminal justice stakeholders, community organizations and residents.

As requested, represents the D.C. Auditor in conferences and negotiations with agency/departmental officials at all levels and with representatives of other governmental agencies and non-governmental groups on matters relating to the D.C. Auditor's Public Safety section. The Deputy Auditor possesses the authority to speak for the D.C. Auditor on public safety matters within the sphere of the Office.

The Deputy Auditor conducts close-out conferences and represents the D.C. Auditor in contacts with officials of D.C. departments and agencies. The Deputy Auditor participates with the D.C. Auditor in appearances before the District Council and congressional committees and in furnishing information as requested by the District Council and members of Congress.

Supervise a dedicated staff of performance auditors and investigative analysts to establish work priorities; advise employees on preparation of audit reports, conclusions, and recommendations for review; and identify ways to improve the work. Carry out other personnel-related activities including staffing, recruitment, selection, training and special recognition.

Incumbent attributes

The successful incumbent for the position will have the following required education and experience:

- Bachelor's degree from an accredited college or university in a field of study related to the nature of work performed by the Office of the District of Columbia Auditor.
- At least 6 years' professional experience in (a) criminal, civil rights, and/or labor law; (b) corporate and/or governmental investigations; and/or (c) experience in law enforcement and/or corrections oversight in addition to two years of management experience or equivalent.
- Demonstrated ability to effectively lead and supervise staff in auditing, evaluating, and conducting investigations within a major organizational unit.
- Superior knowledge of law enforcement and/or corrections policies and practices, particularly regarding internal investigations for misconduct and use of force.
- Demonstrated ability to analyze and assess aggregate data for patterns and trends.
- Superior ability to communicate clearly and effectively both orally and in writing to present complex concepts and detailed factual information in a cohesive, concise and objective manner.
- Ability to exercise independence, sound judgment, and objectivity to justify conclusions and make credible recommendations regarding systemic improvements to policies and practices to support constitutional policing and ongoing system effectiveness and police excellence.

The successful incumbent for the position will have three or more of the following **preferred** education and experience:

- Master's degree. A Master's degree may be substituted for one year of the required experience as outlined above.
- A law degree may be substituted for two years of the required experience.
- Knowledge of generally accepted accounting principles and generally accepted government auditing standards, and techniques and ability to apply the same to highly complex audits of diverse District government programs, activities and accounts.
- Experience in conducting or supervising the analysis and interpretation of large and/or complex data sets.
- Thorough understanding and knowledge of Public Law 93-198, the District of Columbia Self-Government and Governmental Reorganization Act, as amended, and all District of Columbia laws, regulations, rules, and standards.
- Thorough understanding and knowledge of District of Columbia Government operations, procurement, budgetary and financial management policies and processes.

Competencies Required

Demonstrates Personal Accountability. Honest in behavior and ethics. Operates at all times with transparency and integrity. Demonstrates personal responsibility for ensuring the completion of work assignments as prescribed. Leverages experience and effective problem solving to overcome hurdles.

Communicates Effectively. Demonstrates openness, candor, and respect, in communicating with colleagues. Presents ideas and information verbally and in writing in a clear, concise, and readily understood manner. Shares information with and informs others on a timely basis using appropriate language. Able to articulate agency mission and goals.

Operates Collaboratively. Is open, courteous, and collegial. Solicits and values input and participation from colleagues. Recognizes and believes in the importance of teamwork. Works with senior executives, staff, and diverse groups and cultures. Sensitive to the needs and concerns of those under-served and under-represented. Awareness and consciousness of diversity, inclusion, and equity challenges across communities.

Evidences Technical Proficiency. Is well-informed on data analytics issues, as well as the technical skills needed to perform quantitative and qualitative data analysis and visualization tasks and seeks to be current on data security and other related trends in state/local government.

Leadership. A demonstrated record for integrity, professionalism, sound judgement, and leadership. Demonstrated a forward-thinking and motivational approach to leadership. Creates and nurtures a performance-based culture that supports efforts to realize the District government's mission and accomplish its goals. Inspires, motivates, and guides others, and partners with others to ensure goals are met.

Operational & Strategic Planning. Contributes to the development, execution, and assessment of the agency's annual work-plan. Displays a keen awareness of and attention to short- and long-term goals, stakeholder interests, and exploring opportunities for cross-agency collaboration.