



WASHINGTON GOVERNOR
JAY INSLEE

Director of the Office of Independent Investigations



Who we are looking for:

A highly professional leader with the vision and skills to guide the creation of an office that is the first of its kind in the nation. A leader with extensive experience in criminal investigations, including homicide cases, who will ensure the responsibilities of the office are carried out in a competent, neutral, and unbiased manner; and who recognizes that an understanding of racial equity issues is foundational to the office. The director must have experience as a leader and have strong organizational and management skills. They must be open to creating an office that is dedicated to transparency and collaboration and be able to work with all individuals, groups, and the public with integrity and professionalism.



What will you be doing:

- Creating an organizational culture supportive of the goals of the office to include the creation of Mission, Vision and Values statements.
- Responsible for the design and implementation of the organizational structure of the office; the development of the process and procedures for promptly responding to incidents of deadly force falling within the jurisdiction of the office; as well as the investigations policies and procedures; and the development of training for office personnel and the advisory board.
- Responsible for the hiring and contracting of all staff including executive staff, investigators, forensic specialists, liaisons, data analysts, administrative staff and contractors.
- Responsible for the operations of the office including conducting investigations of cases under the jurisdiction of the office; working closely with the advisory board; overseeing analysis of use of force data; making recommendations to the legislature for future operations of the office; communicating with the public, media, elected officials and others; overseeing the budget and other office operations.



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Office of Independent Investigations



About the position:

The Office of Independent Investigations (OII) is established within the Office of the Governor for the purpose of investigating incidents involving use of force by law enforcement officers. This is a newly created office that will conduct fair, thorough, transparent and competent investigations of incidents involving police use of deadly force. You will work with the OII Advisory Board to create the new investigation structure and to develop the practices and procedures to implement a new system of investigations. You will use your deep understanding of criminal investigation and prosecution experience, organizational leadership, and community engagement, as well as your understanding of the systemic nature of racial bias and the impact of policing on communities to operate and stand up all aspects of the newly created office.

What you will bring:

- Five years experience in a combination of the following:
 - Homicide investigations, prosecutions, criminal investigations, and civil rights cases.
- Bachelors' degree from an accredited institution
- Five years of experience leading large or complex organizations or systems, senior leadership experience.
- Visionary leadership, with demonstrated understanding of the expansive nature of this office and the significance of the work.
- Strong proven ability to model ethical conduct or personal/professional standards and communicate personal vision and strategic direction, both internally and externally.

For full job posting, click the job title, or contact:

Senior Recruiter, William Penzo
ofmhr@ofm.wa.gov or (360) 791-3716

Compensation:

Compensation is dependent on qualifications and parity across the enterprise. Minimum salary will begin at \$120,000 to a maximum depending on qualifications. This position is exempt from civil service rules and is [benefits eligible](#).

Office Independent Investigations Background

The Office of Independent Investigations is a new agency created to conduct competent, thorough, independent, and fair investigations of police use of force. The director will be responsible for creating the office which will include regional investigation teams. These teams will conduct the criminal investigation of all use of deadly force cases involving law enforcement officers within the state.

Equity Statement

The Office of the Governor is an equal opportunity employer. We strive to create a working environment that includes and respects cultural, racial, ethnic, sexual orientation and gender identity diversity. Women, racial and ethnic minorities, persons of disability, persons over 40 years of age, and disabled and Vietnam-era veterans are encouraged to apply.