

Senior Law Enforcement Advisor for Collaborative Reform

Temporary Intergovernmental Personnel Act (IPA) Position

The Office of Community Oriented Policing Services (COPS Office) announces an exciting opportunity for an individual with demonstrated experience in law enforcement operations, policies, and procedures to assist in strengthening the COPS Office's capabilities in the development, delivery, and management of technical assistance (TA) to law enforcement, community members, and other criminal justice stakeholders as a Senior Law Enforcement Advisor for the Collaborative Reform Initiative.

Background

The COPS Office is the component of the U.S. Department of Justice responsible for advancing the practice of community policing by the nation's state, local, territorial, and tribal law enforcement agencies through information and grant resources. It awards grants to state, local, territorial, and tribal law enforcement agencies to hire and train community policing professionals, acquire and deploy cutting-edge crime fighting technologies, and develop and test innovative policing strategies. COPS Office funding also provides training and TA to community members, local government leaders, and all levels of law enforcement through the Collaborative Reform Initiative (CRI) continuum of services. This continuum of services is designed to build trust between law enforcement agencies and the communities they serve; improve operational efficiencies and effectiveness; enhance officer safety and wellness; and develop and disseminate evidence-based, promising, and innovative public safety practices.

A brief overview of each program is provided here.

- **Collaborative Reform Initiative Technical Assistance Center (CRI-TAC).** In operation since 2017, CRI-TAC provides a wide array of TA services, using a "by the field, for the field" approach. The CRI-TAC process is agency-driven and offers customizable, short-term TA on more than 60 topics. For more information, please visit CollaborativeReform.org.
- **Critical Response.** The Critical Response program is designed to provide targeted TA to law enforcement agencies experiencing high profile events, major incidents, or sensitive issues of varying need. Critical Response is highly customizable and provides flexible assistance to law enforcement agencies in a variety of ways including after-action reviews; peer-to-peer exchanges; targeted in-depth review, analysis, and recommendations; and facilitated discussions with subject matter experts (SME). Critical Response sites may vary in duration, depending upon the scope of the project. Shorter-term executive consultations may take as little as two weeks, while in-depth reviews of specific incidents or issues will take between six and nine months.
- **Organizational Assessments.** Organizational Assessments offers the most intensive form of TA on the continuum, involving in-depth assessments and long-term assistance on systemic issues that can challenge community trust and confidence. The ideal timeline for engagements will be a 12-month period after the intake process is completed, with the maximum time for engagements to be 18 months. During that period, it will be the responsibility of all involved parties to accomplish the mutual goal of police reform while acknowledging that sustaining these efforts ultimately must be the responsibility of local agencies and communities.



This position is a detail assignment under the Intergovernmental Personnel Act (IPA) for one year, with a possibility of renewal for a second year. Individuals eligible for an IPA assignment include employees of state and local government agencies, institutions of higher education, Indian Tribal Governments, federally funded research and development centers, and qualified nonprofit organizations.

Under the IPA provisions, the individual will remain on the payroll of their home institution, and the home institution will continue to administer pay and benefits. This a remote work position that does not require relocation to the Washington, D.C., area, although some site-related travel will be required. Travel expenses for work related to the program will be covered by the COPS Office.

Major Duties

In the performance of their duties, a successful candidate for the position will have the following responsibilities:

- Working with the CRI program managers to provide substantive advice and support throughout the CRI program
- Providing subject matter expertise in police operations, policies, and procedures and current issues facing the law enforcement community
- Assisting in evaluating requests for TA from state, local, territorial, tribal, and campus law enforcement agencies
- Reviewing all program and site-specific deliverables including work plans, findings, recommendations, reports, and TA summaries
- Contributing to the development of TA programs geared to the needs of the specific recipient, including applying various methods of TA from on-line to on-site assistance as well as developing reports, white papers, guidebooks, and other documents
- Working onsite with the recipients of COPS Office funding, providing subject matter expertise, guidance, and support
- Arranging and leading conference calls and meetings with the COPS Office and various stakeholders, developing agendas, and constructing follow-up action
- Coordinating the efforts of other experts in the government and the private and public sectors; serving as the liaison between the COPS Office and those participants
- Providing observations and feedback on the program as a whole or site-specific activities to improve the effectiveness of the TA
- Advising the COPS Office and TA providers on law enforcement matters including resources, promising practices, and agency innovations
- Assisting in the development of findings, recommendations, and TA summaries in collaboration with the TA providers and CRI program managers
- Contributing to the marketing and awareness of the CRI program including developing awareness materials, drafting articles, or speaking at meetings or conferences as a representative of the CRI team
- Representing the COPS Office at meetings or conferences to learn about research, promising practices, and innovative approaches

Qualifications

A successful candidate for the position will possess the following qualifications:

Applicants should possess in-depth knowledge of police operations, policies, and procedures and have an interest in national-level policy and current issues facing law enforcement agencies in the United States. Applicants should be current law enforcement managers or former law enforcement with experience at least at a command rank for more than a year. Seven or more years of experience in law enforcement–related positions is preferred, and applicants should possess excellent oral and written communication skills as well as critical thinking skills.

Applicants should send a letter of interest, a resume or curriculum vitae, and a brief (**no more than five pages**) writing sample to the following address:

Craig A. Jones, Sr.
Office of Community Oriented Policing Services
2 Constitution Square
145 N Street NE
Washington, DC 20530

Phone: 202-598-0375 | Email: craig.jones@usdoj.gov

The desired starting date for the position is negotiable, although it is expected that the IPA would begin the appointment during Fiscal Year 2023, which begins in October 2022. We look forward to receiving and reviewing applications for this exciting and mutually beneficial opportunity in the COPS Office. **The deadline for applications is September 30, 2022.**

The U.S. Department of Justice/Community Oriented Policing Services (COPS Office) is an Affirmative Action/Equal Opportunity Employer. Women, minorities, people with disabilities, and candidates of all backgrounds are encouraged to apply.