



**EXECUTIVE DIRECTOR
CLEVELAND COMMUNITY POLICE COMMISSION
CLEVELAND, OHIO**

The Position in Brief –

The Executive Director oversees the office of the City's Community Police Commission. Reporting to a 13-member board, the Executive Director manages compliance, programming and staffing to advance the Commission's mandates outlined in the [City's 2015 Consent Decree](#) with the U.S. Department of Justice and additional police oversight authority granted by Cleveland voters in 2021. The Executive Director manages a staff of approximately seven and a budget of more than \$2.3 million.

The City –

The [City of Cleveland](#) was founded in 1796, the result of a Connecticut Land Company survey of 3.3-million-acres on the shores of Lake Erie that it would originally call "The Western Reserve." Incorporated in 1836, the city's location was aided by its proximity to rail and water routes and natural resources like iron and oil. The city served as a central hub for industrial growth, commerce, and trade throughout the 19th and 20th centuries. Cleveland grew and benefited from this strong economy throughout the early 20th century, peaking as the sixth largest city in the U.S with a population of just under one million residents.

Today, Cleveland is the second largest city in Ohio. It is the birthplace of the Environmental Protection Agency (EPA) and the healthcare capital of the world. Top attractions include the [Rock & Roll Hall of Fame](#), [University Circle](#), home to world-renowned museums, prestigious universities, nationally recognized hospitals, eclectic restaurants, and beautiful parks, the [West Side Market](#) and the [Cleveland Metroparks Zoo](#). The city boasts three major professional sports teams, world-class museums and the arts, as well as easy access to the region's international airport.

Major reinvestment across Cleveland has uniquely positioned the city to thrive in the new era of the "Mid-Size" metropolis. As a city that continues to undergo economic transformation, Cleveland is home to a large share of young and emerging talent, enthusiastic entrepreneurs, and skilled workers.

Cleveland has 361,607 residents, approximately 174,900 households and comprises 82 square miles. With a variety of housing stock and easy accessibility to major thoroughfares, Cleveland is a desirable place to live.

A snapshot of Cleveland's demographics and amenities:

- The average age of Cleveland's residents, 36.3 years old.

- The City's racial diversity: Non-Hispanic white: 32.1%, African American (non-Hispanic): 47.5%, Asian and Pacific Islander: 2.8%, Native American: 0.2%, Hispanics or Latinos: 13.1% and Multiracial: 8.24%
- Median property value: \$73,000
- Median value of a Cleveland home, \$173,756
- Quick and easy access to Interstates 90, 71 and 77.
- Over 32,600 Cleveland residents are employed in health care.
- The [Cleveland Metropolitan School District](#) (CMSD) serves more than 36,000 students.
- Distinguished institutions of higher learning include, among others, [Cleveland State University](#) and [Case Western Reserve University](#).

City Government –

Legislative authority rests with the [City Council](#), which has 17 members. Members are elected from wards and serve four-year terms. The legislative body is responsible for setting the pay for City officials and employees. It is also responsible for enacting laws and resolutions that affect City services, tax levies, appropriating and borrowing money, licenses and regulations for business, and other municipal functions.

The City's chief executive and administrative officer is the Mayor. The Mayor is elected by residents of Cleveland and serves a four-year term. The [Mayor of Cleveland](#) appoints all of the Directors of the city's departments. The current Mayor is Justin M. Bibb, who was elected in 2022.

The City has approximately 7,000 employees. About 4,900 of those employees are represented by 30 bargaining units.

The Community Police Commission –

The Cleveland Community Police Commission (CPC) was established in 2015 as part of the terms of the [Consent Decree](#) between the City of Cleveland and the U.S. Department of Justice (DOJ). Following an investigation, the DOJ determined there was a pattern of excessive force used by the [Cleveland Division of Police](#) (CDP). These findings were documented in the [DOJ's findings letter](#). The Consent Decree outlined the work that needed to be done so CDP policies, practices and procedures comply with Constitutional law.

A federal judge, [Judge Solomon Oliver, Jr.](#) and an appointed police monitor, the [Cleveland Police Monitoring Team](#), oversees the Consent Decree and ensures that the Cleveland Division of Police implements the specific reforms outlined in the Decree. [Consent Decree status updates and case filings](#) are found on the Commission's website.

The Commission was given new and additional authority by Cleveland voters in 2021 based on their findings for a need to significantly strengthen civilian oversight of the police force, and to hold the police force more accountable, and strengthen the police reform initiated by the Consent Decree. Additional information about the Commission's work and its annual reports [can be found here](#).

The CPC is permanently established as an independent municipal commission, with an Executive Director nominated by the Commission and appointed by the Mayor. The Commission consists of 13 individuals who have gone through a selection process and are appointed for a two or four-year term. All two and four-year terms were randomly allocated to preserve fairness and the integrity of the selection process.

Commission members represent a broad spectrum of life experience and subject-matter expertise in policing, criminal justice, homelessness, human resources and community affairs and together, create a balanced oversight body that reflects the racial, social and cultural diversity of Cleveland.

The Executive Director's position –

Under the Commission's direction, the Executive Director has these responsibilities:

- Oversee and manage the functions of the Office of the Community Police Commission by:
 - Advancing the Commission's mission
 - Serving as Secretary of the Commission and of any advisory committee or subcommittees the Commission may create
 - Preparing annual reports
- Implement the Commission's decisions by:
 - Working in cooperation with other City departments, on improvement of law-enforcement services and police accountability
 - Working to remove inequalities that may be related to minority-group or other status related to law enforcement and related matters
 - Conducting educational activities, institutes, and meetings
 - Preparing reading materials, that will lead to better community-police relations
 - Seeking ways for improved performance
- Support the regulation of the City's police force and community-police relations by:
 - Maintaining contacts with community groups concerned with constitutional policing, social justice, and public safety, including police associations
 - Serving as a source of accurate and reliable data on issues in the field of community policing, law enforcement, social justice, and racial justice
- Prepare the Commission's annual budget by:
 - Recommending the allocation of financial resources
 - Advocating for operational resources
 - Ensuring the proper and appropriate financial oversight and spending of funds allocated to the Commission
- Hire, supervise, evaluate, and discharge employees of the Office of the Commission by:

- Supervising and hiring new staff and ensuring hiring and onboarding processes are consistent with City of Cleveland human resources policies and the Charter 115-5 Legislation.
- Creating a transparent evaluation system for all employees that will be conducted yearly through written evaluations before the end of the calendar year
- Maintaining a system of accountability for all employees to be shared with the Commission monthly.

Expectations and Projects –

- The Commission has recently experienced some turnover among its 13-member board. The Commission's staff has also experienced recent turnover. Thus, steady, mature and professional leadership on the part of the Executive Director is desired by the Commission and the Mayor's Office. An ability to maintain confidences, build trust and healthy work relationships, and the skill to calmly mediate conflict, if not avert it, will be required.

In addition, an ability to develop a big-picture view of the Commission's mission and the community's concerns about community policing, while also being fluent on operational details, will be valuable for success in the position. In that same vein, identifying visible measures of the Commission's achievements will be important for the new Executive Director to understand, distill, and convey to the community.

- The next Executive Director should be comfortable having a visible and public role in the City's organization and the community, easily interacting with and embracing a wide spectrum of residents, individuals, community businesses and organizations that seek to understand, and at times scrutinize the Commission's mission of providing critical and fair civilian oversight of the city's police force.

Along these lines, the CPC works with many organizations and individuals to engage the community in the process of police reform. The CPC partners with a diverse range of community groups, organizations, and individuals to ensure that a variety of community perspectives about policing are heard and reflected in the [CPC's reports and policy recommendations](#). The next Executive Director will be expected to cultivate the Commission's partnership with those who volunteer their time, expertise, and facilities with the goal of supporting effective and respectful policing in the community.

- The workforce for the Commission, and under the direction and oversight of the Executive Director, is budgetarily authorized at seven FTEs. Those currently on staff vary in their tenure. Some are seasoned employees while others are new to their position and the organization. In addition, several key positions on the Commission's staff are vacant, and the next Executive Director will have a unique opportunity to hire and round out his/her own team. The next Executive Director will find a team of professionals eager for a leader that is collaborative, fair-minded, and even-handed, one who is expected to encourage professional growth and development.

The Ideal Candidate –

Must Haves –

- A master's degree in law, public policy, public administration, or business administration. Two years of experience may substitute for each year of postgraduate education.
- Career experience in human services, public administration, organizational behavior, and/or a related field with at least four years of full-time management or administrative experience with a strong ability to lead and manage a staff.
- A minimum of three years of experience in related policy work, e.g., police reform, criminal justice system reform, social justice, civil rights, or community advocacy.
- Proven leadership, managerial, and interpersonal skills to lead an organization in a community with high expectations for responsible policing and accountability.
- A team-oriented, strategic-thinking approach toward staff leadership; human resources skills and supervisory experience.
- Excellent communication skills and significant career success in building collaborative, effective relationships across departments.
- Knowledge, understanding and familiarity with restorative justice and social justice programs and policies.
- Experience with police reform, civilian oversight and consent decrees is strongly preferred.
- Extensive knowledge of best practices and national trends in civilian oversight of law enforcement, transparency, and accountability.

Management Style and Traits –

- Strong coordination and project management skills with the ability to work across multiple departments, stakeholder organizations, and the public to implement policy or objectives.
- The ability to build healthy and collaborative professional relationships, particularly with stakeholders from a variety of constituencies.
- Be an articulate and effective communicator, both orally and in writing; someone who is comfortable listening to and talking with a wide spectrum of people; someone who can clearly and concisely present written and oral information to decision makers.
- Have a history of regularly communicating with a board of directors, keeping them abreast of Commission matters and developing issues.

- Be a strong leader able to successfully facilitate and assist staff to identify, analyze, prioritize, and thoroughly deliberate and address administrative and management issues which are critical toward meeting both the current and longer-range needs of the Commission.
- Be one that can quickly assess the capabilities of staff by providing them with the guidance they need to succeed and the encouragement to look at their newly inherited operations with a critical eye.
- Possess the ability to let Commission staff carry out their duties and grow professionally, understanding that the occasional misstep will happen and using these occasions to help the employee grow and thrive as part of the team.
- Be a self-starter who has the vitality and energy to motivate and lead others.
- Have well developed organizational skills and have the ability to balance numerous projects and issues while keeping on task. Know when to drill into the details and critically assess issues without losing sight of the Commission's bigger, strategic direction.
- Be a "people person," sincerely personable, patient, and accessible, and one who can relate with all persons in the community.
- Have complete personal and professional integrity, gaining respect and inspiring the trust and confidence of subordinates, co-workers, and elected and appointed officials, as well as the general public.

Compensation and Benefits –

The starting salary range is \$120,000 - \$130,000 +/- DOQ, plus a robust benefit package. The [City's Total Rewards program](#) is a reinvention of a traditional benefits package - going beyond health care, retirement and paid time off - and offers added rewards that support work/life integration, career growth, financial well-being, and lifestyle choices.

How to Apply –

Candidates should apply no later than August 11, 2025. Send a resume, cover letter and contact information for five work-related references to www.GovHRjobs.com to the attention of Lee Szymborski, Senior Consultant, MGT, Northfield, IL. Tel: 847-380-3240. The City of Cleveland is an Equal Opportunity Employer.