King County

DIRECTOR OF THE OFFICE OF LAW ENFORCEMENT OVERSIGHT

King County, WA

Recruitment Services Provided By

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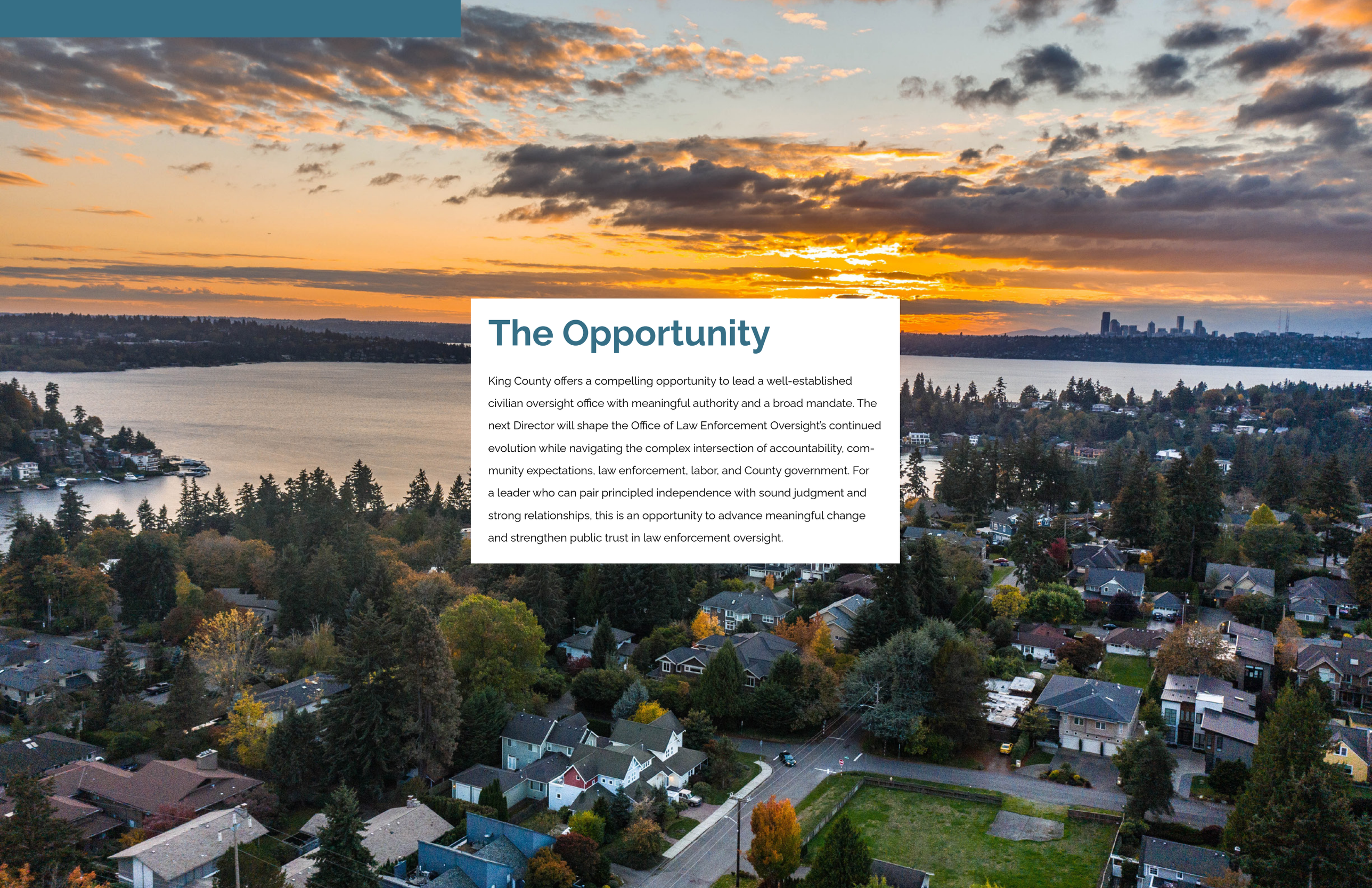


The Opportunity

King County offers a compelling opportunity to lead a well-established civilian oversight office with meaningful authority and a broad mandate. The next Director will shape the Office of Law Enforcement Oversight's continued evolution while navigating the complex intersection of accountability, community expectations, law enforcement, labor, and County government. For a leader who can pair principled independence with sound judgment and strong relationships, this is an opportunity to advance meaningful change and strengthen public trust in law enforcement oversight.

About King County

Home to more than 2.3 million residents, King County is the largest county in Washington State and the 12th most populous county in the United States. Anchored by Seattle and extending from the shores of Puget Sound to the Cascade Mountains, King County encompasses more than 2,300 square miles of vibrant urban centers, thriving suburban communities, productive farmland, forests, rivers, and alpine wilderness. The County's breathtaking natural setting provides residents with exceptional access to outdoor recreation, including hiking, skiing, boating, cycling, and countless parks and open spaces.

King County is recognized internationally as a center for innovation, technology, global commerce, aerospace, life sciences, and environmental stewardship. Home to world-renowned employers, major research institutions, a thriving arts and cultural community, and one of the nation's busiest seaports and international airports, the County offers an exceptional quality of life supported by a diverse and resilient economy. Rich cultural diversity is one of King County's defining strengths, with residents representing cultures and languages from around the world.

Committed to advancing equity, sustainability, and opportunity for all, King County delivers essential regional services that support healthy, safe, and thriving communities. Residents enjoy outstanding educational institutions, professional sports, renowned culinary experiences, vibrant neighborhoods, and an abundance of recreational and cultural amenities. Whether drawn by career opportunities, the region's unparalleled natural beauty, or its commitment to innovation and public service, people who choose King County find one of the nation's most dynamic and rewarding places to live, work, and build a future.

The King County Council

As the legislative branch of King County government, the Metropolitan King County Council sets policy, enacts laws, oversees Executive Branch programs and services, and adopts the County budget. The Council also plays an important role in engaging with residents, understanding community needs and priorities, and promoting responsive, high-quality government services.

King County continues to build on a longstanding commitment to equity and social justice, employee engagement, innovation, and continuous improvement. Its pro-equity efforts are intended to strengthen systems and standards, advance regional change, and improve outcomes for all residents, particularly communities that have historically experienced the impacts of racism and poverty.

The nine members of the Metropolitan King County Council each represent a geographic district of approximately 250,000 residents. Councilmembers are elected on a non-partisan basis and serve four-year terms.

Five independent agencies operate within the legislative branch under the Metropolitan King County Council: the King County Auditor's Office, Board of Appeals and Equalization, Hearing Examiner, Ombuds Office, Office of Law Enforcement Oversight (OLEO), and a newly added Inspector General.

The Office of Law Enforcement Oversight

Per the recommendation of King County Sheriff's Blue Ribbon Panel, in 2006 the Metropolitan King County Council created the Office of Law Enforcement Oversight (OLEO) to ensure the integrity, transparency, and accountability of the Sheriff's Office in misconduct investigations and to foster greater community trust in the Sheriff's Office. With over 1,200 employees, the King County Sheriff's Office (KCSO) serves the needs of over half a million people in unincorporated areas and thirteen contract cities. KCSO also provides police departments for the Muckleshoot Tribe, Metro and Sound Transit, and the King County International Airport.

Over time, the OLEO's authority and responsibility have been expanded by the voters with a charter amendment, by the Council with an ordinance enactment, and through ratified collective bargaining agreements.

Today, the OLEO is staffed by 14 professionals and is funded with a 2026/2027 biennial budget of $6.8 million. Its work spans the following functional areas:

Investigations: OLEO monitors, reviews, and issues recommendations on misconduct against complaint investigations by the Sheriff's Office. The Office may also conduct its own investigations, including individual misconduct, use of force, or systems and practices.

Policies and Practices: The Office reviews and makes timely recommendations to the King County Sheriff regarding changes to the Sheriff's Office's internal policies, rules, procedures or general orders. The Sheriff's Office is required to notify OLEO before implementing changes to all general orders, as well as policies and procedures relating to administrative investigations and reviews, unless urgent circumstances require the Sheriff's Office to act before contacting OLEO. Recommendations to policies promote equity and reduce policing's harms to communities. To inform and prioritize this work, OLEO engages with community stakeholders, analyzes trends in investigations, and reviews outside research.

Community Engagement: The voice of communities served by the Sheriff's Office plays an invaluable role in King County's law enforcement oversight work. OLEO aims to meaningfully engage these diverse stakeholders and communities to participate in the decisions that impact them and to inform the Office's oversight priorities.

OLEO's work is further supported by the Community Advisory Committee for Law Enforcement Oversight (CACLEO). The 11-member committee is appointed by the County Executive and confirmed by Council. CACLEO offers input on law enforcement policies and procedures, and advises on equity and social justice in policing.

$6.8M
Biennial Budget

14FTE
Employees

The Position

Appointed by and accountable to the King County Council, the Director of OLEO provides independent executive leadership for the County's civilian oversight of the King County Sheriff's Office. The Director leads a specialized office charged with advancing accountability, transparency, and public confidence through credible review, thoughtful policy guidance, and meaningful community engagement. Operating in a highly visible and often contentious environment, the Director must preserve OLEO's independence while building the relationships necessary to influence change across law enforcement, County government, labor, and the community. Key responsibilities include:

Independent Executive Leadership: Sets the strategic direction for OLEO and ensures the office carries out its responsibilities with independence, objectivity, integrity, and consistency with King County's equity and social justice commitments.

Civilian Oversight & Accountability: Provides executive oversight of complaint review, misconduct investigations, serious officer-involved incidents, alternative dispute resolution, and other accountability functions authorized by County Code and applicable labor agreements.

Systemic Review & Policy Influence: Identifies patterns, risks, and opportunities for improvement in Sheriff's Office policies, practices, training, and systems; develops well-supported recommendations; and works with decision-makers to translate findings into meaningful reform.

Council Advisory & Public Leadership: Serves as the Council's principal subject matter expert on law enforcement oversight and police accountability, providing candid counsel, formal reports, public presentations, and actionable recommendations on complex and emerging issues.

Community Trust & Stakeholder Engagement: Builds durable relationships with communities across King County, particularly those historically underserved or disproportionately affected by the criminal legal system, while creating productive dialogue among community members, the Sheriff's Office, labor, and County leaders.

Labor, Legal & Intergovernmental Relations: Navigates the intersection of oversight authority, collective bargaining obligations, public records requirements, and County governance; contributes expertise during labor negotiations and works effectively with the Sheriff, Prosecuting Attorney, executive branch, and external partners.

Organizational & People Leadership: Leads and develops OLEO's approximately 14-person team, aligning staffing, resources, operations, and professional development with strategic priorities while fostering a culture of fairness, accountability, collaboration, and continuous improvement The Director also manages the agency's budget and other administrative aspects of the office.

Credibility, Transparency & Results: Safeguards the reputation and effectiveness of the office by ensuring timely access to information, producing clear and defensible work, managing high-profile matters with sound judgment, and communicating OLEO's findings and impact to the Council and the public.

The Ideal Candidate

The ideal candidate for Director of the Office of Law Enforcement Oversight will be a principled and thoughtful leader who is grounded in fairness, consistency, and respect for all parties. They will bring the independence and courage necessary to fulfill OLEO's oversight responsibilities, balanced by the judgment, objectivity, and relationship skills required to make that oversight credible and effective. The following attributes are keys to success:

Sound Judgment: The successful candidate will exercise exceptional judgment in complex, sensitive, and often highly visible matters where facts may be disputed and perspectives sharply divided. They will approach issues with intellectual curiosity and an open mind, distinguish fact from assumption, and reach well-supported conclusions that are fair, consistent, and defensible. They will know when to act decisively, when additional perspective is needed, and how to remain steady amid criticism or pressure.

Strategic Vision & Organizational Direction: The next Director will establish clear priorities and a compelling long-term vision for OLEO while translating that vision into disciplined execution. They will bring focus, efficiency, and consistency to the Office's work and set high standards for timely, rigorous, and well-researched work products. As an organizational leader, they will invest in staff development and create an environment in which talented professionals can grow and succeed. They will also balance immediate demands with the systemic and policy work capable of producing lasting improvement.

Communication & Community Engagement: The ideal candidate will be an exceptional communicator who can make complex and often contentious issues understandable to a wide range of audiences. They will increase public understanding of OLEO's role, work, findings, and impact while being equally transparent about the Office's authority and limitations. The next Director will view community engagement as a two-way process, actively seeking input and creating meaningful opportunities for community perspectives to inform OLEO's priorities and work. They will be intentional about reaching communities that have been disproportionately impacted by the criminal legal system, including those that may be reluctant to engage with government or law enforcement institutions. Through sustained outreach, active listening, and consistent follow-through, they will work to build relationships that encourage authentic participation and strengthen community confidence in the oversight process.

Adaptability & Political Acumen: The Director will be comfortable leading in an environment where laws, labor agreements, public expectations, political dynamics, and approaches to civilian oversight are often in tension and evolution. They will possess the situational awareness to read the environment, anticipate challenges, and adapt their approach without compromising OLEO's independence or responsibilities. The successful candidate will understand that meaningful progress often requires persistence, patience, and different approaches with different audiences.

Trust & Credibility: The next Director will recognize that trust is the essential currency of effective civilian oversight and that it must be continually earned. They will build confidence through consistency, transparency, rigorous work, follow-through, and a willingness to explain not only what OLEO does, but why. They will establish credibility with the broader King County community, particularly disproportionately impacted communities, as well as with OLEO staff, the Sheriff's Office, labor representatives, the King County Council, and other stakeholders.

Relationships & Collaboration: The successful candidate will recognize that independence and collaboration are not mutually exclusive. They will build productive relationships across institutional and philosophical divides while maintaining appropriate boundaries and OLEO's independent voice. They will seek common ground where it exists, engage in disagreement constructively, and leverage relationships to improve understanding, problem-solving, and the overall effectiveness of OLEO's work.

Courage & Independence: The next Director will have the conviction to raise difficult issues, deliver unwelcome findings, and stand behind well-supported conclusions even when doing so is unpopular. Just as importantly, they will be willing to reconsider assumptions and positions when the evidence warrants it. They will protect OLEO's independence from political, institutional, or community pressure while recognizing that independence need not mean isolation.

Equity & Community Perspective: The ideal candidate will bring a sophisticated understanding of how law enforcement policies and practices can affect communities differently and will ensure those perspectives meaningfully inform OLEO's priorities and work. They will approach equity as an integral component of rigorous civilian oversight while remaining firmly committed to evidence, fairness, due process, and consistent standards.

Qualifications

Any combination of training and experience that would provide the required knowledge, skills, and abilities is qualifying. A typical way to obtain the required qualifications would be:

Education: A Bachelor's degree in a related field or Juris Doctorate will demonstrate sufficient formal education, but experience may be substituted for education.

Experience: Five years of progressively responsible experience leading an organization and performing complex investigations or reviews related to personnel or labor issues, human or civil rights issues, or law enforcement related issues.

Background Investigation: As OLEO staff have access to Criminal Justice Information System (CJIS), a more intensive background investigation may be required if the selected candidate does not already have CJIS clearance. Successful completion of the background investigation is required for appointment.

Salary & Benefits

The hiring range for the Director of the Office of Law Enforcement Oversight is **$181,306 - $243,836** dependent on qualifications. In addition, an excellent executive benefit package is outlined below. Key benefits include:

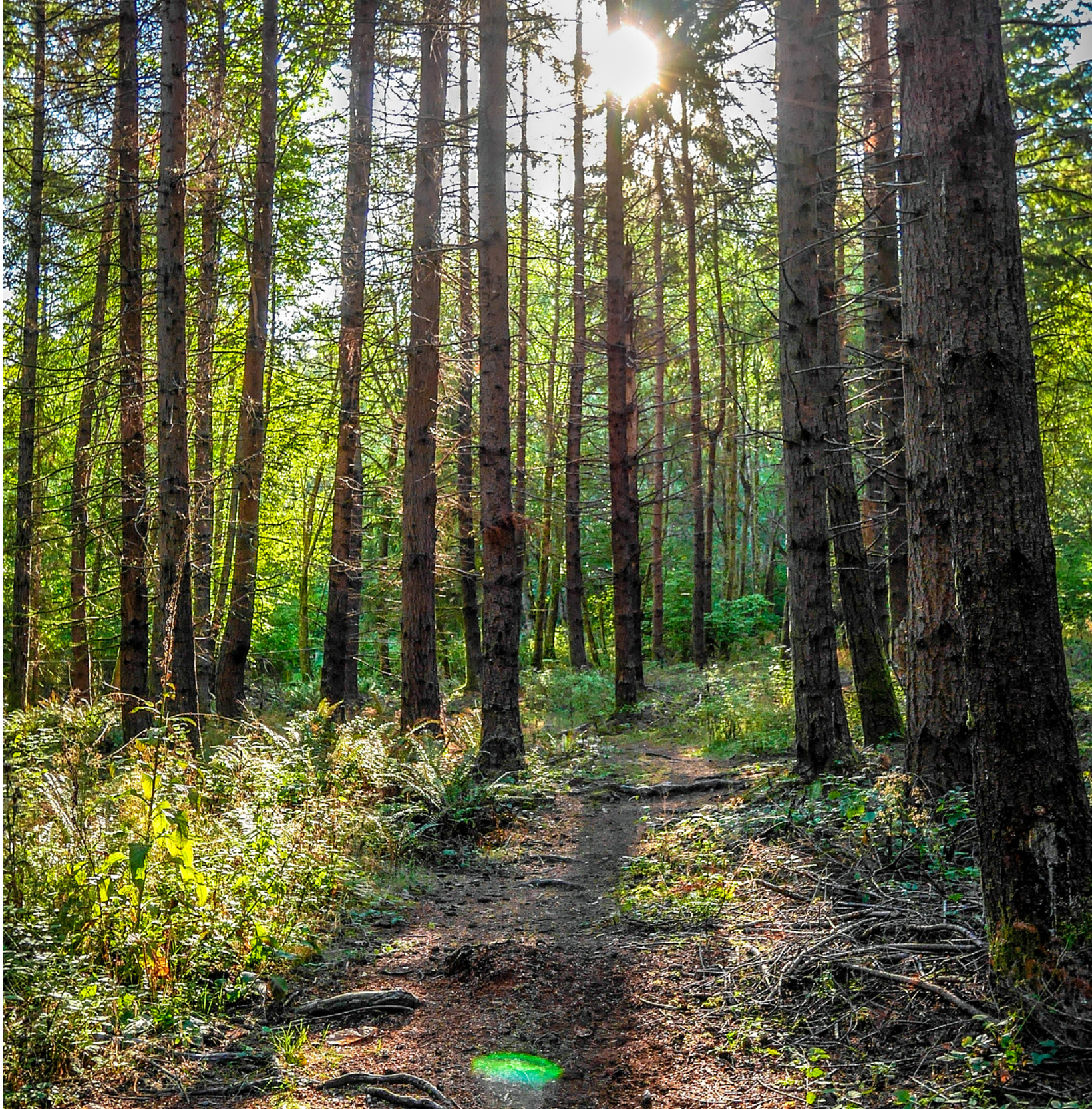
Retirement: Retirement is provided through the Public Employees' Retirement System (PERS), offered through the Washington State Department of Retirement Systems. The Director will have the choice of PERS Plan 2 or Plan 3.

Insurance: Excellent insurance options are available to employees, including medical, dental, vision, life, as well as short- and long-term disability.

Holiday and Leave: King County provides paid vacation and sick leave, as well as 12 paid holidays per year, plus 2 personal holidays.

Relocation: King County will reimburse up to $15,000 in relocation expenses.

Additional Benefits: A number of additional benefits are provided including free wellness resources and a free ORCA transit pass.



Application & Selection Process

Interested candidates should apply no later than **Monday, October 12, 2026**. Submit a comprehensive résumé and compelling cover letter online at:

www.mosaicpublic.com/careers

CONFIDENTIAL INQUIRIES ARE WELCOMED TO:

Greg Nelson | greg@mosaicpublic.com | (916) 581-1426

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