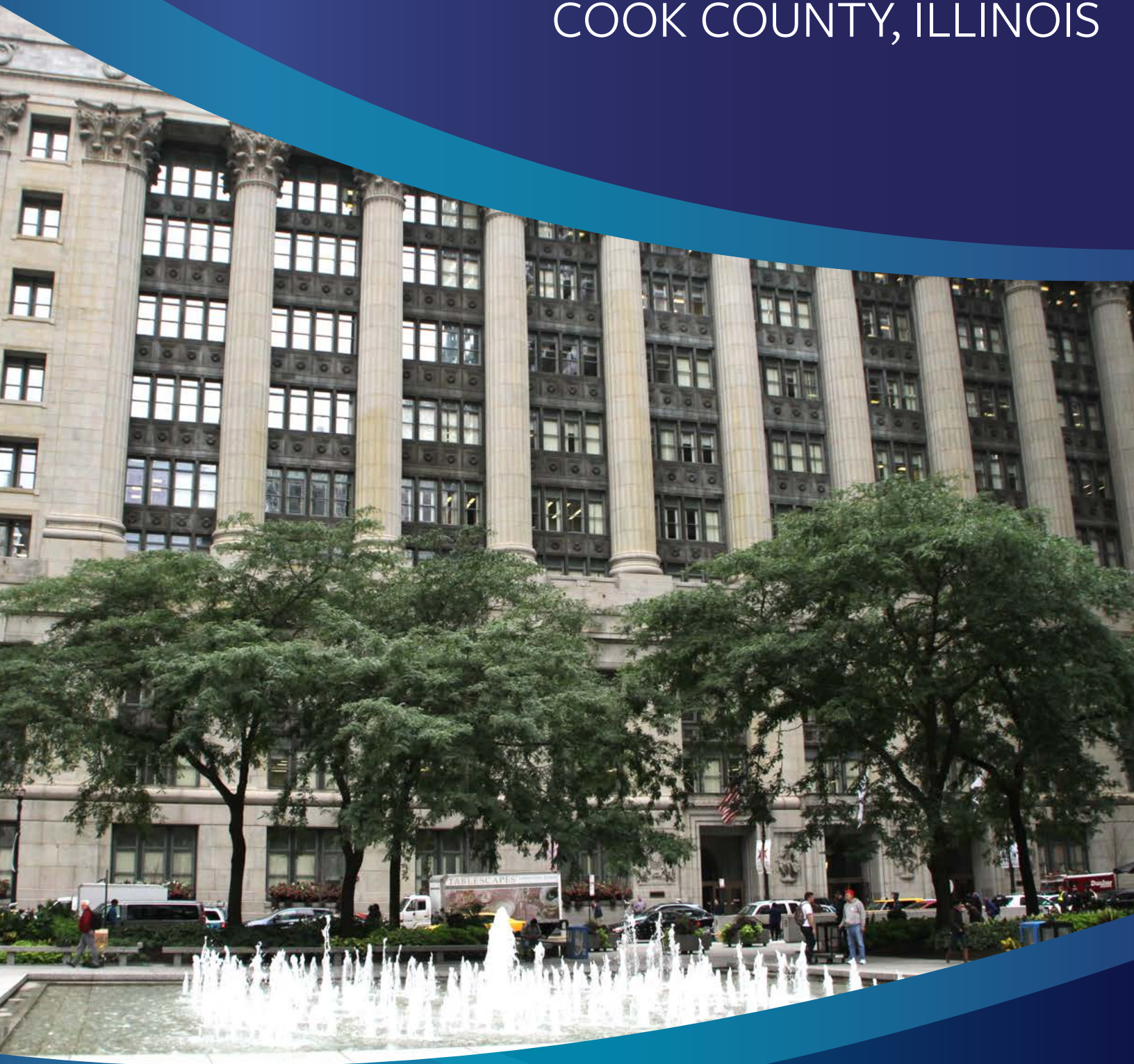


# INDEPENDENT INSPECTOR GENERAL COOK COUNTY, ILLINOIS



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**EXECUTIVE RECRUITMENT**



# INDEPENDENT INSPECTOR GENERAL

## COOK COUNTY, ILLINOIS

### THE COUNTY

Cook County is the most populous county in the U.S. state of Illinois with 5.28 million residents and the second-most-populous county in the United States, after Los Angeles County, California. The County provides vital services for residents of the City of Chicago, surrounding suburbs, and unincorporated areas of Cook County. The County is principally responsible for providing public health services, the protection of persons and property, the assessment of real property and tax levy, and the extension and collection of property taxes. The County also has responsibility for maintaining County roads, supporting and driving economic development, and the provision of certain government services in unincorporated Cook County.



The County is governed by the County Board President ("President") and seventeen Board Commissioners. There are ten additional County offices with separately elected or appointed public officials: Board of Election Commissioners, Board of Review, Clerk of the Circuit Court, County Assessor, County Clerk, County Sheriff, County Treasurer, Office of the Chief Judge, Public Administrator, and State's Attorney. The County also has four independent and appointed agencies: Cook County Health, Cook County Land Bank Authority, [Office of the Independent Inspector General](#) and Public Defender. The County employs 23,000 employees disbursed throughout approximately 70 departments. The County's workforce is nearly 80% unionized with 15 unions and 63 collective bargaining agreements.



## THE POSITION IN BRIEF

The Independent Inspector General (IIG) is appointed for a 6-year term and is eligible for subsequent reappointment. An independent Search Committee will recommend three candidates to a Selection Committee for consideration for appointment. The most recent Inspector General served for 14 years -- two full terms plus an additional 2 years prior to retiring.

The Inspector General is charged with detecting, deterring, and preventing corruption, fraud, waste, mismanagement, unlawful political discrimination, or misconduct in the operation of County government. This includes but is not limited to any County contract, grant, lease, license, or application and covers all county employees, departments, bureaus, boards, agencies, agents, independent contractors, and appointed and elected officials. Leading a team of 19 staff members and with a budget of \$2.3 million, the Inspector General must also:

- Promulgate rules and regulations for the conduct of investigations, and oversee and conduct investigations consistent with requirements of equal protection and due process. Such investigations can begin as the result of a complaint or by the Independent Inspector General's own initiative.
- Request and review past, current, and proposed county programs, accounts, records, contracts, and transactions as necessary in the course of investigations.
- Prepare confidential reports and recommend corrective action.
- Notify the State's Attorney or other appropriate law enforcement authority if it is determined or suspected that possible criminal conduct has occurred.
- Create and maintain a toll-free "Office of the Independent Inspector General Hotline" for the purpose of receiving reports of corruption, fraud, waste, mismanagement, unlawful political discrimination, and misconduct.

## THE OFFICE OF THE INDEPENDENT INSPECTOR GENERAL (OIIG)

The OIIG is an independent agency but subject to the appropriation oversight of the County Board and must adhere to the County's ethics ordinance, personnel policies, and procurement code. The IIG is not Shaskan exempt and political reasons and factors are not to be considered in their appointment or termination.

**Independence:** The Independent Inspector General (IIG) is an independent officer/employee, though the IIG meets with the Cook County Board President, the President's Legal Counsel and President's Chief of Staff quarterly to provide updates on the department, challenges, budget, staffing or to discuss/address any other issues. Both offices work together to establish the agenda for the quarterly meeting.

**Jurisdiction:** The OIIG's jurisdiction includes employees, elected and appointed officials in the performance of their official duties, as well as contractors and subcontractors doing or seeking to do business with Cook County government. The OIIG also investigates potential criminal violations involving the conduct of Cook County employees acting in their official capacities and refers such matters for prosecution. The IIG and OIIG is authorized to cooperate with law enforcement entities and has worked with and referred cases to the State's Attorney, FBI and U.S. Attorney's Office. Because the OIIG is a fact-finding agency, it cannot dictate a legal outcome. OIIG has intergovernmental agreements to conduct investigations for the Forest Preserve District of Cook County and the Metropolitan Water Reclamation District.

**Reporting:** The findings of all OIIG reports are provided to the President, President's Legal Counsel and President's Chief of Staff. The confidential findings are also submitted to the impacted agency or department.





## THE IDEAL CANDIDATE

### Candidate Must Haves

- Candidates must possess strong leadership skills, high ethical standards, and a demonstrated record of independence and success in the performance of their professional duties.
- Candidates must possess a bachelor's degree from an accredited four-year institution of higher education as well as an advanced degree in law, accounting, public administration, or other relevant fields (with a law degree strongly preferred).
- Candidates must have a minimum of ten years of federal, state, or local government experience as a law enforcement officer, attorney, or judge.
- Candidates must have prior work experience managing and completing complex investigations involving allegations of fraud, theft, deception, or conspiracy.
- Candidates must have demonstrated experience and/or ability in accounting, auditing, finance, law, management, analysis, public administration, investigations, criminal justice administration, or other closely related fields.

### Preferred/Highly Desirable Qualifications

- Previous experience as an Inspector General or Deputy Inspector General of a large, complex government operation with a record of independence and success in the performance of those duties.
- Leadership of a team of professional and administrative staff comparable to the Cook County Inspector General's Office with the ability to effectively manage, mentor, and coach employees while ensuring accountability and productivity. The ability to organize, prioritize, monitor, and execute competing assignments and control deadlines personally and with respect to the Inspector General's Office is highly valued.
- When appropriate, the ability to be a collaborative thought partner with county leadership to improve County services without compromising the independence of the OIIG.
- Experience conducting complex and sophisticated investigations into fraud, waste, mismanagement, unlawful political discrimination, or misconduct in the operation of government operations is highly desirable.
- Experience in ensuring investigations are conducted in a timely manner and consistently observing the office's policies and procedures.
- The ability to interpret federal regulations, state statutes, and local ordinances when conducting investigations.
- Excellent writing, researching, and editing skills for preparing complex reports that are understandable to a wide variety of audiences and stakeholders.







## COMPENSATION, BENEFITS AND HIRING GUIDELINES

The compensation range for the position is up to \$177,853 depending on qualifications and commensurate with experience. Additionally, the County offers a generous [benefits package](#) competitive with the market. Residency in Cook County will be required; a selected candidate not currently residing in Cook County will be provided a reasonable amount of time to establish residency.

### ADA Statement

The Americans with Disabilities Act prohibits discrimination and ensures equal opportunity for persons with disabilities in employment, state and local government services, public accommodations, commercial facilities, and transportation. It also mandates the establishment of TDD/telephone relay services.

### EEO Statement

Cook County Government is an Equal Employment Opportunity ("EEO") employer. As an employer, Cook County prohibits illegal discrimination and harassment and affords equal employment opportunities to employees and applicants without regard, actual or perceived, to race, color, religion, sex, age, religion, disability, national origin, ancestry, sexual orientation, marital status, parental status, military service or discharge status, housing status, source of income, gender identity, or genetic information, or the actual or perceived association with such a person. Cook County is committed to keeping its workplace free from discrimination and harassment and to maintaining an environment in which every person is treated with dignity and respect.

### DEI Statement

We believe in the dignity and worth of all people and the strength in the diversity of all perspectives. Cook County commits to cultivating equity, inclusion and opportunity within County government and the diverse communities it serves—where we celebrate employees, residents and visitors and welcome diversity of perspectives. Empowered by an inclusive workforce, Cook County is dedicated to equity and fairness in governance—in all its forms—to strengthen and serve our communities to the best of our abilities.

## HOW TO APPLY

Interested candidates should apply at once but no later than June 23, 2023 online at [www.GovHRjobs.com](http://www.GovHRjobs.com). Questions about this recruitment can be directed to Heidi Voorhees, President, GovHR USA, at [HVoorhees@Govhrusa.com](mailto:HVoorhees@Govhrusa.com).