



Social Justice Division

Law Enforcement Misconduct Investigative Office – Albany, Buffalo, or New York City

Senior Investigative Analyst

Reference No. LEM_SIA_6397

Application Deadline is September 26, 2025

The Office of the New York State Attorney General is seeking an experienced manager and investigator for the position of Senior Investigative Analyst (SIA) in the [Law Enforcement Misconduct Investigative Office](#) (LEMIO). LEMIO is a first-of-its-kind statewide oversight body charged with helping prevent, identify, and address law enforcement misconduct. LEMIO seeks to improve the effectiveness of law enforcement, promote public safety, protect the civil rights and liberties of New Yorkers, as well as enhance transparency and strengthen public trust in the criminal justice system.

The office was created by the New York State Legislature in June of 2020 in the wake of the killing of George Floyd and its implementing legislation went into effect April 2021. The Legislature's intent was to create a "strong, independent office" which would improve the current law enforcement oversight structure "by providing broad jurisdiction, independence, and extra scrutiny where existing systems may be failing."

LEMIO has a broad mandate to investigate "allegations of corruption, fraud, use of excessive force, criminal activity, conflicts of interest, or abuse" as well as patterns and practices of misconduct at covered agencies. LEMIO may investigate allegations of misconduct (particularly where there are systemic issues or gaps in accountability), examine departmental policies and procedures, and make recommendations for reform, including disciplinary action.

The SIA will help manage a team of Investigative Analysts located around New York state and will partner with LEMIO's attorneys to facilitate investigations and other projects. The SIA will report to the Chief and Deputy Chief of LEMIO. SIA applicants who are located in New York City are strongly preferred, but well-qualified applicants who are located in Albany or Buffalo will also be considered.

Duties:

- Managing a team of Investigative Analysts, including managing case assignments and providing coaching and guidance, along with another SIA;
- Helping assign and track Executive Law 75(5)(b) referrals received from covered agencies;
- Developing trainings and team protocols and promoting a consistent approach to investigations;
- Managing a caseload of active investigations, both independently and in coordination with LEMIO attorneys;
- Reviewing, analyzing, and synthesizing evidence such as law enforcement documents, medical records, audio and video files, etc.;
- Preparing, reviewing, and editing written investigative reports;
- Completing field work, including canvassing for witnesses, scheduling and conducting witness interviews, and traveling to where misconduct may have occurred to obtain evidence such as photos, measurements, and video and audio footage;
- Assisting with other investigative and case-related work such as drafting subpoenas, requests for materials, and completing other writing and research assignments as needed;
- Discussing investigative findings and recommendations with supervisors and LEMIO attorneys;
- Documenting all work in record-keeping systems; and
- Providing support for stakeholder outreach and other activities as needed.

Qualifications:

- A bachelor's degree and at least five (5) years of work experience in an investigative capacity demonstrating an increasing scope of responsibility and complexity are required;
- At least (3) years of experience managing staff and prior experience supervising investigators, analysts, or paralegals in a law enforcement or government agency is preferred;
- Strong interpersonal skills, including demonstrated experience interviewing witnesses about complex and/or sensitive topics, including working with and/or engaging people from historically marginalized communities;
- Proactive with strong writing, reasoning, and organization skills;
- Able to effectively contribute to a team and work independently, including self-managing deadlines/priorities;
- Sound judgement with the ability to handle confidential information with sensitivity and discretion;
- Availability for regular travel in New York state, a valid New York State Driver's License, and the ability to operate a motor vehicle is preferred;
- Comfort using technology, including proficiency with Microsoft Word, Excel, and social media;
- Prior experience using law enforcement, legal research, and eDiscovery databases/platforms; and
- Proficiency in other languages, in addition to English, is also a plus.

The salary for this position is \$88,561 plus \$4,000 in location pay (NYC location only). As an employee of OAG, you will join a team of dedicated individuals who work to serve the people of our state through a wide variety of occupations. We offer a comprehensive New York state benefits package, including paid leave, health, dental, vision, and retirement benefits, and family-friendly policies. Additionally, OAG offers a robust Workplace Flexibilities Program with multiple options for employees, including telecommuting (up to two days per week) and alternative work schedules.

*Candidates from diverse backgrounds are encouraged to apply.
The OAG is an equal opportunity employer and is committed to workplace diversity.*

How to Apply

Applications must be submitted online. To apply, please click on the following link: [LEM SIA 6397](#)

To ensure consideration, applications must be received by close of business on September 26, 2025.

Applicants must be prepared to submit a complete application consisting of the following:

- **Cover Letter**
 - You may address your letter to the Legal Recruitment Unit.
 - Please specify your location preference: Albany, Buffalo, or New York City.
 - Indicate why you are interested in this position and what makes you a strong candidate. You may wish to include information about what life experiences you will bring to the position that will enhance OAG's ability to better serve the diverse population of this state.
- **Resume**
- **Writing Sample**
 - Your sample should demonstrate your ability to analyze and organize information into an effective document that is well-organized and error-free.
 - If needed, please include a cover page to provide the reviewer with any relevant context or background information.
- **Reference List**
 - Submit a list of three (3) references; supervisory references are preferred.
 - For each reference, indicate the nature and duration of your relationship.
 - Include contact information and email addresses for each reference.
 - Please note that your references will not be contacted until after you interview for the position.

If you have questions regarding a position with OAG, the application process, or need assistance with submitting your application, please contact Legal Recruitment via email at recruitment@ag.ny.gov or phone at 212-416-8080.

For more information about OAG, please visit our website: ag.ny.gov