



Investigations Division
Office of the Chief of Investigations (OCI)– New York City
Detective Investigator – Integrity Control Officer (ICO)
Reference No. INV_OCI_NYC_411_121225

Application Deadline is December 12, 2025

The Office of the Attorney General is seeking a qualified candidate for a Detective Investigator position located in New York City. Candidates should be hard-working, motivated and committed mindset of growth to the mission of the Division and public service on behalf of the people of the State of New York.

The successful candidate will serve as the Division's dedicated command-level integrity, compliance, and inspections officer. The candidate must demonstrate the ability to recognize and resist the corrosive elements of dominant police culture which tends to obscure accountability within the ranks; is insular and dismissive of police wrongdoing; and where the perversion of justice can result by those who favor articulating justification of bad acts committed by officers rather than admitting fault and seeking correction through growth, learning and accountability as appropriate. This role does not take away any integrity or accountability roles of current supervisors but will verify matters of importance through special projects and systems on behalf of OCI with an independent scope. The ICO proactively identifies, reviews, investigates, and mitigates integrity risks while fostering a culture of accountability and ethical conduct within the command.

This is a full-time assignment with limited collateral duties, as directed by the Chief Investigator or designee. The ICO operates directly under the authority of the Commanding Officer of the Office of the Chief (OCI) and is expected to maintain the highest standards of discretion, professionalism, independent judgement, and impartiality when conducting assignments or when working with OCI leadership to conduct detailed reports of operational matters of importance. The successful candidate will be assigned highly confidential projects from the Office of the Chief Investigator. Further, this position will incorporate the mental health and wellness of the Division, in order to help supporting an employee's wellbeing.

Additionally, successful candidates will have a proven ability to advocate for justice; an ability to support the Investigation Divisions' mission to create an organizational culture of accountability, professionalism, leadership, integrity and respect that transcends beyond rank, title, position or affiliation; an ability to perform duties and not deviate from the standard of excellence and fairness, and not succumb to any perceived pressures of fear or favor within or outside of the Division; and an unflinching commitment to be part of a transformative team that believes that our police powers demand that we hold ourselves to the highest standard of professionalism in law enforcement.

Duties performed by the ICO may include, but are not limited to, the following:

- Establish, maintain, and continuously refine a Division-wide Integrity Control Program (ICP) tailored to Division conditions and responsive to integrity concerns within the Division.
- Develop sources of information regarding integrity risks by maintaining rapport with external agencies, employees and investigators, as well as private citizens.
- Maintain comprehensive records of integrity checks/efforts, including an Integrity Monitoring File to track risks, audits, inspections, and remedial actions.
- Provide training and instruction on methods of identifying integrity related issues and corrective action plans.
- Conduct site assessments, scheduled/unscheduled operational integrity visits across Division facilities, operations, and at any unit commands.
- Observe the execution of arrest warrants and search warrants to ensure operational integrity, accountability, and compliance with law and policy.
- Check overtime records, property return documents, unusual event forms, vendor files, after action reviews and related paperwork to ensure they are accurate and meet division integrity standards.

- Conduct professional communication checks to ensure personnel interactions with the public meet courtesy standards.
- Observe Division operations, including locations that might present an integrity concern, frequently and at irregular hours, reporting conditions directly to the Commanding Officer of OCI.
- Conduct proactive spot checks to evaluate operational compliance throughout the entire state of New York on any matters of importance on behalf of the Chief Investigator/designee.
- Inspect Division property assigned to members for accountability; identify and evaluate for compliance.
- Inspect areas and facilities for inappropriate materials are displayed in offices and facilities upon sight inspections annually to ensure compliance and security.
- Ensure proper usage of Division parking permits, equipment, and computer systems through regularly scheduled checks and audits.
- Review invoiced property logs; to ensure property is stored securely.
- Review Police Accident Reports (PARs) for integrity risk indicators, including disproportionate reporting by a specific employee/investigator.
- Perform targeted systems checks to verify accuracy, detect misconduct, and identify policy violations and recommend policy updates as necessary.
- Verify Identification Unit's printout of Criminal History Record Inquiries (name checks).
- Conduct confidential Division-wide assessments, reviews, and investigations as directed by the Chief Investigator/Commanding Officer of OCI.
- Debrief prisoners, when possible and appropriate, regarding any potential integrity, corruption, or serious misconduct related matters.
- Liaise with investigative units, including internal and external agencies/organizations to ensure information-sharing on integrity concerns.
- Develop and oversee corrective action plans for deficiencies identified during audits, inspections, or investigations.
- Provide advice and recommendations to commanding officers and unit commanders regarding integrity related matters and mental health and wellbeing of employees.
- Prepare and submit detailed written reports with findings and recommendations directly to the Chief Investigator and/or designees.
- Identify early signs of stress, burnout, or wellness concerns among personnel.
- Provide support, mentoring, and referrals to appropriate wellness and employee support resources.
- Ensure the Division has ongoing wellness monitoring and engagement mechanisms as part of the integrity program, recognizing that health and wellness are directly tied to ethical conduct and performance.
- Collaborate with leadership to integrate wellness into inspections, compliance checks, and professional standards.
- Attend training sessions, conferences, and research initiatives on best practices in law enforcement oversight, inspections, and professional standards.
- Stay current with emerging national and international standards related to law enforcement integrity and compliance.
- Deliver training and presentations as required, ensuring Division staff are updated on integrity, compliance, and professional conduct standards.
- Travel statewide, nationally, and internationally as directed by the Chief Investigator or Commanding Officer of OCI to conduct inspections, verification reviews, investigations, and assignments critical to needs of the Division.
- Participate in observing joint operations, task force deployments, and interagency initiatives requiring Division integrity oversight.
- When task, serve as the Division's representative in professional integrity forums and operational reviews of policy.

Minimum Qualifications:

- Minimum of ten (10) years of prior law enforcement or investigative experience.
- Current NYS basic police academy certification approved by DCJS, or the ability to successfully complete all requirements.
- Proven ability to operate independently, objectively, and free from outside influence in highly sensitive investigations.

- Excellent interpersonal communication, writing, analytical, and organizational skills.
- Expert interviewing and interrogation skills.
- Experience interacting, coordinating, and working with other law enforcement agencies.
- Extensive experience conducting complex, short and long-term investigations with sensitive materials, confidentiality on a need-to-know basis.
- Experience conducting sensitive investigations, including but not limited to homicides, narcotic and drug trafficking cases.
- Experience reporting directly to executive staff in law enforcement on matters of confidentiality.
- Experience combining traditional and modern investigative experience and skills.
- Must possess strong communication and interpersonal skills.
- Proven ability to work effectively with the upmost integrity with investigatory confidentiality.
- A demonstrated mindset of integrity, professional maturity, ability to uphold ethical standards and model accountability in all professional activities.
- Experience in providing resources for mental health and wellness for employees in crisis, with a focus on overall well-being.
- Demonstrated success working as part of a multi-disciplinary investigative team with local, state, and federal partners.
- Proficiency with computers, investigative databases, and research platforms.
- Established law enforcement contacts at local, state, and federal levels.
- Must possess a valid NYS Driver's License with the ability to operate a motor vehicle.
- The Public Officer's Law requires that police officers at the OAG be citizens of the United States and reside in New York State.

Preferred Qualifications:

- Expertise in undercover operations, surveillance, and documentation.
- Experience executing arrest and search warrants.
- Experience in conducting inventory checks for control.
- Experience with background investigations, security clearance guidelines, interviewing skills, wiretap investigations, and intelligence related matters in law enforcement.
- Strong communication, team building, and interpersonal skills.
- Familiarity handling of large amounts of currency and firearm related evidence.
- A commitment to a collaborative team environment and to nurturing an integrated, inclusive, and diverse culture.
- Ability to cultivate relationships from the regional, state, and federal professional contacts beneficial to Division integrity efforts.
- Bachelor's Degree from an accredited college or university.

The annual salary for this position is \$77,608. Appointments in New York City receive an additional \$4,000 location pay. This position is overtime eligible. Performance of the duties may require frequent, unscheduled work on evenings and weekends and requires 24/7 availability. This position is in the exempt class, and incumbents serve at the pleasure of the Attorney General.

*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 this link: [INV_OCI_NYC_411_121225](#).

To ensure consideration, applications must be received by close of business on December 12, 2025

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

- **Cover Letter** - Include the Reference number: INV_OCI_NYC_411_121225
- **Resume**
- **List of three (3) references** - Only submit professional references, supervisory references are preferred.

If you have questions regarding a Detective Investigator position with the OAG, the application process, or need assistance with submitting your application, please email Investigator.Jobs@ag.ny.gov or call 518-776-2500.

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