

Job Posting

Investigator, Division of State Police Oversight
Office of the Inspector General (OIG)
FY2025.011

About the Office of the Inspector General (OIG or Office)

The Massachusetts OIG is at the forefront of promoting effective government and the responsible use of public money and property. The OIG is an independent state agency charged with preventing and detecting fraud, waste, and abuse in the use of public funds and public property. The OIG has broad oversight of how state and local governments use federal, state and local funds and property.

The Office is led by the Inspector General of the Commonwealth, who is appointed by the Governor, Attorney General and Auditor. M.G.L. c. 12A, § 2. The OIG is organized into three bureaus: Specialty & General Government, Legal & Compliance, and Operations, Training & Publications. The bureaus focus on specific agencies, issues, or functions. See [Welcome to the Office of the Inspector General | Mass.gov](#) for more information about the OIG.

Further details may be found at [Chapter 12A \(malegislature.gov\)](#).

Specialty and General Government Bureau

The Specialty and General Government Bureau is managed by the Deputy Inspector General. This bureau safeguards public assets through oversight of specific agencies (both statutory and OIG-created divisions), special government funding (like pandemic relief), and more broadly, procurement, and state and local government.

Division of State Police Oversight

The Division of State Police Oversight (DSPO) is responsible for monitoring the quality, efficiency and integrity of the Massachusetts State Police's (MSP) operations, organizational structure and management systems. The DSPO also seeks to prevent, detect and correct fraud, waste and abuse in the expenditure of public funds. One of its specific aims is to improve how the MSP spends public funds on overtime and paid details.

DSPO's work may lead to reports, letters, draft legislative changes and case referrals, as well as cost recoveries and civil settlements for the Commonwealth. In 2022, the MSP achieved certification and accreditation through a law enforcement accrediting organization. One important part of the DSPO's work is to monitor MSP policy changes brought about through that certification and accreditation process.

Investigator: Position Overview

The OIG is seeking candidates who are passionate about public service and who are dedicated to improving the way government delivers public services. The OIG is at the forefront of promoting effective government and responsible use of public money and property. Working with the Director of DSPO, the investigator will conduct reviews, audits and investigations of the MSP's operations, organizational structure and management systems.

The investigator position involves working directly with all the Divisions within the MSP and its Command Staff. Some DSPO work involves collaborating with other state and federal agencies.

Responsibilities include but are not limited to:

- Participating as a team member on specific projects, performing investigative duties such as reviewing documents, analyzing data, creating spreadsheets, conducting interviews and report writing.
- Analyzing policies and procedures with an emphasis on preventing and detecting fraud, waste and abuse of public funds.
- Developing and executing investigative and analysis plans.
- Conducting and contributing to meetings and interviews.
- Identifying control weaknesses, potential fraud, the misuse or waste of funds, and opportunities for cost savings at the MSP.
- Proposing recommendations to address identify risks, as well as working with the Director to develop appropriate corrective actions for any areas of concern.
- Conducting exploratory research.
- Draft facts, memos, letters and reports that detail findings and recommendations.

Key abilities, skills and experience:

- Basic understanding and interest in government and public integrity.
- Works independently and demonstrates the ability to effectively manage multiple tasks at once.
- Ability to keep meticulous and consistent documents and assignments in an organized and complete manner.
- Excellent research skills, analytical skills and attention to detail.
- Interpersonal skills, including collaboration and the ability to interact effectively with a team with diverse expertise.
- Ability to remain flexible and show initiative when completing assignments.
- Demonstrated information technology skills and proficiency with Microsoft Excel.
- Strong writing and verbal skills, including the ability to communicate complex information in a clear and concise manner.

Preferred abilities, skills and experience include:

- 0-3 years of relevant work experience.
- Bachelor's degree in criminal justice, accounting, finance, business administration, public policy or administration, or another related field.
- Experience conducting analyses or working on investigations.
- Knowledge of fraud schemes or methodologies.
- Knowledge of MSP or other public-safety related programs.
- Ability to review and understand statutes, regulations, policies and procedures.
- Proficiency with Microsoft Access.
- Demonstrated proficiency in MS Office 365.

Salary Range: \$61,000-\$70,000

Other Position Information: Full time/Exempt

Hybrid Work Schedule:

The Office of the Inspector General offers a hybrid work schedule. Under this policy, employees may request one of the following weekly hybrid schedules: 1) four days telework and one day onsite; 2) three days telework and two days onsite; 3) two days telework and three days onsite; or 4) one day telework and four days onsite. The onsite location is at OIG's Boston office and employees may work remotely the remainder of the time at a location approved by their supervisor, so long as they comply with the requirements of the Hybrid Work policy. Employees will be assigned to their onsite workspace based on their approved schedule. The approved telework location must be located within Massachusetts or within an approximately two-hour driving or train commute distance. OIG does not reimburse for employees to travel to the office. In addition, the successful candidate may be required to work primarily on site in Boston during the initial training and orientation period and/or for certain positions a primarily on-site role may be necessary.

Benefits:

We value our employees and offer benefits that support their lives and well-being, while promoting an environment focused on inclusion, flexibility, professional growth, trust and respect. The Office therefore is pleased to offer a comprehensive benefits package for its employees. The specific components and eligibility may vary based upon position, hours worked per week and other variables. Consequently, specific benefits for this position may be discussed as part of the interview and offer process.

The overall benefits available include paid vacation; sick and personal leave time; health, dental and vision insurance through the Commonwealth's Group Insurance Commission; and optional

pre-tax health savings account plans. To view the details of the various plans and the cost split between employer and employee, go to the Group Insurance Commission website.

Employees also participate in the Commonwealth's state retirement plan, which may become a defined benefit plan for those who both vest and subsequently retire from state service. For more information, visit the Massachusetts State Retirement Board website.

In addition, the Office provides employees the opportunity to elect life insurance, long-term disability insurance, deferred compensation savings, tuition remission and pre-tax commuter account plans, along with other programs.

This position may be eligible for the federal Public Service Loan Forgiveness (PSLF) program administered by the federal government.

How to Apply

Submit cover letter and resume via email by May 15, 2026 to:

Sarah Hoover, Director of Human Resources & Recruitment
Office of the Inspector General
IGO-employment@mass.gov

Diversity and Inclusion Statement

Diversity Officer: Sarah Hoover

The Office of the Inspector General is an Equal Opportunity Employer committed to creating and supporting a diverse and inclusive work and educational community that is free of all forms of discrimination. The Office does not tolerate discrimination or harassment on the basis of age, color, disability, gender identity, genetic information, national origin, parental status, political affiliation, race, religion, sex, sexual orientation or veteran status.

The Office promotes access, inclusion and diversity for all staff, believing that these qualities are foundational components of an outstanding working environment and in keeping with its mission. The Office actively seeks to increase the diversity of its workforce and is interested in candidates whose experience and qualifications support an ongoing commitment to this core quality.