

The provision of visible, professional and independent oversight of police is a worthy endeavor that I am both passionate about and well-equipped to lead. I bring ten years of diverse investigative experience conducting oversight and criminal investigations. I am a Royal Canadian Mounted Police (RCMP) trained Forensic Investigator with judiciary-recognized subject matter expertise in forensic biology investigations and have delivered expert witness testimony at all levels of the Canadian courts. I currently perform the highly sensitive and demanding task of oversight investigations in government for the BC Ombudsperson and have led teams to produce policy change at ministries, health authorities, universities, local governments and other public authorities. I also bring several years of experience as a personnel manager and professional development trainer within law enforcement and public service that would serve me well in providing leadership, investigational and oversight expertise as the Police Ombudsman for the City of Spokane.

I am currently an investigator for the British Columbia Ombudsperson, where I conduct investigations under the *Ombudsperson Act* in response to allegations of misconduct in British Columbia's public authorities. As an Ombudsperson Officer, I have led investigations that have resulted in significant policy change within public authorities, including how a health authority responds to a sexual assault allegation made by a young adult, how a university conducts a review concerning discrimination, and how a local government addresses conflict of interest within its executive. I routinely employ advanced fact gathering tactics that include interviewing of stakeholders in the authority's internal structure as well as the public at large to determine whether any wrongdoing has occurred. Effectively obtaining, interpreting and disseminating complex findings from a diverse array of sources are vital contributors to my success in this regard. As an investigator for this independent Office of the Legislature, I have built strong relationships with academics, peers in government and other subject matter experts. At the conclusion of my investigation, I author a report to summarize the investigation's findings, with an eye to influencing change through forming recommendations to correct outstanding issues. Garnering information from high ranking officials in government requires the tactful use of the influence and authority that an Officer of the Ombudsperson possesses, while exercising strong decision making and judgment skills in the face of complex matters and will serve me well as the City of Spokane's Police Ombudsman.

I served the RCMP as a civilian Forensic Investigator and honed a keen investigative skillset and analytical approach to problem solving during my service. As a scientist, I have investigated serious crimes on a national and local level and have led research projects to improve forensic service delivery in Canada. I have applied the *Police Act*, *Criminal Code of Canada*, *DNA Identification Act* and the *Canadian Charter of Rights and Freedoms*. I was a lead scientist on Project Scourge, a successful endeavour to identify the man whose DNA was extracted from three sexual assault cases. The three DNA-linked crimes, which involved a 13 year old victim in 1995, two 14 year old victims in 2007 and a six year old victim in 2009, were solved in part as a direct result of the biological investigation I conducted over an 11-month period. As an investigator, I was tasked with piecing together narratives using forensic evidence obtained at a crime scene and engaging with a wide array of stakeholders, including other academic subject matter experts, police officers and Crown counsel in the interest of investigating tragic matters like Project Scourge, murders, suspicious deaths and other grievous offences. The resulting

reports I authored stood as evidence in many criminal trials, as did my testimony as an expert witness for the Crown, where I was deemed qualified to give opinion evidence on forensic biological investigations at all levels of the Canadian judiciary. I was formally trained and certified as an internal auditor and have conducted multidisciplinary audits and reviews of RCMP documentation, practices and procedures. The balance of these skills has served me very well as both an RCMP Forensic Investigator and as an Ombudsperson Officer and would continue to contribute to my success as the City of Spokane's Police Ombudsman.

I was identified as a leader early on in my forensic investigation career with the RCMP, developing and delivering a modified training program to three Technologists who had been promoted to Forensic Investigators, with the goal of preparing them for the significant task of conducting biological investigations to solve crimes. As an instructor and mentor, I garnered a reputation for being knowledgeable, patient, consistent and tactful. I was subsequently appointed to the position of acting Team Leader, overseeing the work of six Forensic Investigators and myself reporting to the Director of Biological Investigations. My skills as a mentor and leader to investigative professionals have steadily increased over the span of my career in the investigative sphere. In 2010, I was selected by the Commanding Officer of National Forensic Services Vancouver to create and deliver the Regular Member Training Initiative, a training tool to mentor general duty members on the strengths and limitations of the Forensic System, with particular emphasis on how it can contribute to their investigations. In May of 2011, I became a contractor for the Justice Institute of British Columbia (JIBC), independent of my position with the RCMP. I was hired by JIBC to create and deliver professional development courses to their clients in the Policing and Police Oversight Community on how they can utilize the forensic tools at their disposal to investigate their cases. The courses I have developed and continue to teach for JIBC focus on all aspects of forensic investigations, including firearms, toxicology, trace evidence, DNA, and evidence collection and handling techniques. This provides substantiation of my extensive first-hand knowledge of forensic investigations, but also of my ability to deliver effective direction and mentorship to professionals in this regard.

As a proven leader with several years of supervisory and mentorship experience within the public service, I bring a unique skill-set to the Police Ombudsman role. As a civilian RCMP Forensic Investigator and an Ombudsperson Officer with a wide array of oversight investigational skills, I possess an analytical mind and a positive personable attitude that will be an asset to the City of Spokane Police Ombudsman's mandate to provide independent civilian oversight for Spokane Police Department conduct-related matters. I look forward to the opportunity to formally compete for the position and am appreciative in advance for the consideration given.

EDUCATION

University of British Columbia – **Bachelor of Science - Genetics (September 2000 – April 2005)**

Royal Canadian Mounted Police – **Biological Investigator Understudy Program (June 2007 – April 2008)**

Royal Canadian Mounted Police – **Internal Auditor Training Program (January 2012)**

EXPERIENCE

British Columbia Provincial Government – **Ombudsperson Officer (July 2013 - present)**

- *Conduct investigations in response to allegations of maladministration and misconduct by public authorities, employing contemporary research and investigational techniques that include interviewing government officials and members of the public and obtaining and analyzing privileged documentation to further an investigation*
- *Maintain ownership of an investigation from conception to the preparation of concluding recommendations. Set investigational priorities and develop and implement strategies to achieve investigational goals*
- *Author reports subject to my investigations that demonstrate excellence in writing proficiency. Prepare distinct reports for various stakeholders including, aggrieved members of the public; chiefs of authorities such as presidents, mayors, or ministers, and; the public at large*
- *Tactfully use the influence and authority that a delegated Officer of the Ombudsperson is awarded in order to drive an investigation, obtain evidence and bring about meaningful and lasting change within government*
- *Utilize a strong practical knowledge of the structure of government and interrelationship to law, policy and practice – while balancing the expectations of access to information, protection of privacy, and confidentiality*
- *Conduct impartial investigations in compliance with relevant legislation, regulations, statutes and precedent. Display strong critical thinking and analytical skills to document and work through complex problems in real-time, often under strict deadlines and with frequent interruptions*
- *Experience consulting and liaising with a wide range of stakeholders, from aggrieved members of the public to high-ranking members of government. Identified for an ability to do so with tact, diplomacy, sensitivity and discretion*
- *Contribute to the decision making process by developing recommendations to a wide range of government agencies or internal senior managers*
- *Demonstrable ability to develop expertise in various subject matters quickly and routinely in order to effectively investigate a wide range of government authorities*
- *Make proposals and recommendations subject to my investigation that are realistic, actionable, and cognoscente of real-world ramifications*

R.C.M.P. – National Forensic Services – Biology – **Forensic Investigator (June 2007 – July 2013)**

- *Conducted criminal investigations through application of Forensic Science, with a focus on human identification through Biological Investigation*
- *Delivered expert witness testimony and opinion evidence in court. Relied on strong written communication skills to author a forensic report that stands as evidence in a criminal trial. Utilize exemplary communication and presentation skills to educate the court on the forensic process*
- *Trained police officers on the strengths and limitations of the forensic tools at their disposal*
- *Responsible for contributing to procedural change at the RCMP through conceptualizing project direction and following it through to completion*
- *Led a team of six investigators. Duties included overseeing the work of investigators, mentoring professionals and trainees, providing feedback during performance-based reviews*

Raheel Humayun, BSc

- *Led projects to change policy and practice within the Force and streamlined forensic service delivery as well as developed a training protocol for new forensic scientists.*
- *Demonstrated flexibility to manage a complex and diverse workload. From overseeing the training of junior scientists, to acting as a team leader, while balancing the workload of an active forensic investigator*

Justice Institute of British Columbia – Instructor (May 2011 – Present)

- *Developed multiple courses to JIBC's clients in the Municipal Policing Community and Oversight Community on how best to utilize the forensic tools at their disposal*
- *Created a course for general duty members as well as a specialized course for sexual assault investigators. Continue to regularly deliver these courses to a diverse range of policing, police oversight, health-care and government professionals.*
- *Demonstrated ability to work effectively with BC's policing community and communicate appropriately with officers*
- *Conducted extensive research into the strengths and limitations of forensic training for police investigators in BC, identifying gaps between standardized training and field-realities for investigators*
- *Developed exhaustive learning materials, from conception to delivery, that address these gaps and serve to enhance the forensic knowledge of investigators throughout the Province*
- *Experience liaising and consulting with government professionals at the highest levels of their field including municipal policing Superintendents, Independent Investigations Office Investigators and post-secondary institution Presidents*

REFERENCES

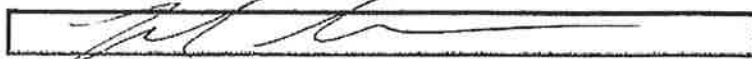
1. Stefano Mazzega, General Manager, RCMP National Forensic Services, Vancouver [REDACTED]
2. Steve Schnitzer, Director, Police Academy, Justice Institute of BC [REDACTED]
3. Dr. Patrick Keeling, Principal Investigator, UBC Keeling Laboratory [REDACTED]

EMPLOYMENT HISTORY: List all experience, paid and voluntary, related to the position for which you are applying. Beginning with your most recent employment first, list all employment experiences within the last ten years.

COMPANY NAME: Office of the BC Ombudsperson ADDRESS: 947 Fort Street, Victoria, BC, Canada PHONE: 250-356-7534 SUPERVISOR NAME: Executive Director Bruce Clarke REASON FOR LEAVING: presently employed MAY WE CONTACT THIS EMPLOYER: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	DATES EMPLOYED (Mo/Day/Yr) FROM: 07 / 15 / 13 TO: / / Last Salary:	JOB TITLE: Ombudsperson Officer NO. & TYPE OF EMPLOYEES SUPERVISED: DUTIES AND/OR RESPONSIBILITIES: government oversight investigator delegated statutory decision maker author reports of my investigation's findings
COMPANY NAME: Royal Canadian Mounted Police ADDRESS: 5201 Heather Street, Vancouver, BC, Canada PHONE: 604-235-3455 SUPERVISOR NAME: Commanding Officer Stefano Mazzega REASON FOR LEAVING: To pursue oversight with BC Ombudsperson MAY WE CONTACT THIS EMPLOYER: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	DATES EMPLOYED (Mo/Day/Yr) FROM: 06 / 18 / 07 TO: 07 / 03 / 13 Last Salary:	JOB TITLE: Forensic Investigator NO. & TYPE OF EMPLOYEES SUPERVISED: 6 - Junior Investigators DUTIES AND/OR RESPONSIBILITIES: investigation of murders, sexual assaults, etc judiciary-recognized expert witness testimony author reports of my investigation's findings
COMPANY NAME: Justice Institute of British Columbia ADDRESS: 715 McBride Blvd, New Westminster, BC, Canada PHONE: 604-528-5569 SUPERVISOR NAME: Director of Police Academy, Steve Schnitzer REASON FOR LEAVING: presently employed MAY WE CONTACT THIS EMPLOYER: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	DATES EMPLOYED (Mo/Day/Yr) FROM: 05 / 01 / 11 TO: / / Last Salary:	JOB TITLE: Instructor NO. & TYPE OF EMPLOYEES SUPERVISED: DUTIES AND/OR RESPONSIBILITIES: instruct police on forensic investigations provide subject matter expertise VIA consulting police academy trainer and Pro-D trainer
COMPANY NAME: ADDRESS: PHONE: SUPERVISOR NAME: REASON FOR LEAVING: MAY WE CONTACT THIS EMPLOYER: <input type="checkbox"/> Yes <input type="checkbox"/> No	DATES EMPLOYED (Mo/Day/Yr) FROM: / / TO: / / Last Salary:	JOB TITLE: NO. & TYPE OF EMPLOYEES SUPERVISED: DUTIES AND/OR RESPONSIBILITIES:

ADDITIONAL INFORMATION: You may include any comments that may show further qualifications for this position or any other information you feel the City should know about you. (Attach additional information, if necessary) I bring ten years of diverse investigative experience conducting oversight and criminal investigations. I am an RCMP trained Forensic Investigator with judiciary-recognized subject matter expertise in forensic investigations. I now perform the highly sensitive task of oversight investigations in government for the BC Ombudsperson. I also bring broad experience as a personnel manager and professional development trainer within law enforcement and public service.

AGREEMENT: I understand that any misrepresentation or omission in my application will be justification for termination or refusal of employment. If I am considered as a finalist for appointment, I hereby authorize any individual, company or institution with whom I have been associated to furnish the City of Spokane any pertinent information concerning my employability which they may have on record or otherwise. I do hereby release the individual, company, or institution and all individuals connected therewith from all liability for any damages whatsoever incurred in furnishing such information.



Signature

This form must be signed (digital signatures are accepted).

2015 - March - 19th

Date