



State of Washington AGO Investigator/Analyst Supervisor, Criminal Justice Division, Seattle

SALARY	\$7,254.00 - \$9,760.00 Monthly	LOCATION	King County - Seattle - Downtown Business, WA
JOB TYPE	Full Time - Permanent	REMOTE EMPLOYMENT	Flexible/Hybrid
JOB NUMBER	2025-06347	DEPARTMENT	Attorney General's Office
DIVISION	Criminal Justice - Seattle	OPENING DATE	10/30/2025
CLOSING DATE	11/13/2025 11:59 PM Pacific		

Description

Persons requiring reasonable accommodation in the application process or requiring information in an alternative format may contact the recruitment team at HREmployment@atg.wa.gov. Those with a hearing impairment in need of accommodation are encouraged to contact the Washington Relay Service at 1-800-676-3777 or www.washingtonrelay.com.



Position and Salary

The Attorney General's Office is recruiting for a permanent full time **AGO Investigator/Analyst Supervisor** in the Criminal Justice Division. This position is located in Seattle, Washington, and is represented by the Washington Federation of State Employees (WFSE).

AGO Senior Investigator/Analyst Salary Range 69: \$87,048 - \$117,120 annually

The base pay offered will take into account internal equity and may vary depending on the preferred candidate's job-related knowledge, skills, and experience.

The following stipends may apply based on position requirements:

- Incumbents assigned to our Seattle office location receive an additional 5% King County Location Pay stipend.
- Incumbents assigned to a position designated as requiring dual language skills will receive a 5% Dual Language Requirement Pay stipend.

The AGO provides a workplace that is understanding of work-life balance and promotes advancement by offering a wide variety of professional development and growth opportunities.

Excellent benefits:

Washington State offers one of the most competitive [benefits packages](#) in the nation, including Medical/Dental/Vision for employees & dependent(s); Vacation, Sick, and Other Leave; 11 Paid Holidays per year; Public Employees Retirement System (PERS) plans; and Life Insurance. Beyond these traditional benefits, we offer Dependent Care Assistance, Flexible Spending Accounts, Public Service Loan Forgiveness, Tuition Waiver, Deferred Compensation, Employee Recognition Leave, and more. With the goal of employee health and wellness, we also offer:

- Flexible schedules and part-time/hybrid telework options;
- A Wellness Program, an Infants in the Workplace Program, and the Employee Assistance Program, which provides counseling, webinar, and other cost-free support resources;
- Numerous employee-driven affinity groups to foster community and connection, including Bereavement, Elder Care, Parenting, POC, LGBTQ+, Veterans and more. The AGO is a place to belong and make a difference!

About the Criminal Justice Division and the Missing and Murdered Indigenous Women and People (MMIWP) Cold Case Team:

The mission of the Criminal Justice Division (CRJ) is to work with and support its partners in the criminal justice community to protect Washington citizens from crime, bring justice to survivors, and hold criminal offenders accountable.

The Missing and Murdered Indigenous Women and People (MMIWP) Cold Case Unit assists federal, local, and tribal law enforcement agencies in investigating unsolved cases involving Indigenous people, who are disproportionately subjected to violent crime. Members of the MMIWP Cold Case Unit use a culturally attuned, trauma-informed, and family and victim-centered approach to support victims, survivors, and families of missing and murdered Indigenous women and people; to assist local law enforcement agencies in solving cold cases involving missing and murdered Indigenous women and people; and to expand resources available to law enforcement, tribes, medical examiners, and other agencies.

For more information about CRJ and the cases we handle, please visit our website at <https://www.atg.wa.gov/criminal-justice>

Duties and Essential Functions of an AGO Investigator/Analyst Supervisor:

This position supervises all other Investigator/Analysts and a Victim/Witness Advocate and Coordinator in the MMIWP Cold Case Unit. The MMIWP Cold Case Unit was founded in July 2023, the first of its kind in the nation. The purpose of the MMIWP Cold Case Unit is to assist federal, municipal, county, and tribal law enforcement agencies in solving missing person and cold homicide cases involving persons of Indigenous ancestry who go missing and are murdered at a higher rate than other demographics. Accordingly, we seek a candidate with the vision and passion to coordinate the solving of cold cases and to bring some answers to the families of missing and murdered indigenous women and people.

This position is the first line supervisor for the MMIWP Cold Case Unit. This position also handles its own caseload of investigations; and directs, assigns, and coordinates the casework of the rest of the unit. This position coordinates training, provides guidance, and reviews the work of supervisees. In addition to directing, coordinating, assigning, and reviewing the work of the other members of the unit, this position accomplishes the overall work of the unit. This position proactively assists those law enforcement agencies with primary jurisdiction over cold cases, involving missing or murdered indigenous women or persons. This position is expected to independently and collaboratively review and

contribute to comprehensive investigations and expand resources available to law enforcement; and provide, locate, and coordinate specialized expertise.

This position prioritizes relationship building and opportunities for collaboration with all tribal governments and police agencies in Washington State who may benefit from a collaborative effort to investigate MMIWP cold cases. To that end, this position will organize, facilitate, and lead meetings of investigators from multiple agencies to discuss cold cases and related issues. On a recurring basis, this position takes a lead role in multi-jurisdictional task forces by organizing and facilitating meetings attended by detectives from agencies with cold cases that cross jurisdictional lines. This position collaborates with law enforcement agencies, medical examiners, forensic scientists, ballistics experts, weapons experts, blood spatter experts, forensic anthropologists, and others with pertinent expertise to create a network of professionals who can provide opinions in specific cold cases as well as contribute to discussions of general issues.

This position will also be responsible for coordinating responses to community and media inquiries regarding the work of the MMIWP Cold Case Unit.

This recruitment announcement may be used to fill multiple open positions for the same classification, in addition to the position(s) listed in this announcement.

Required Qualifications:

Bachelor's degree and ten years of experience conducting investigations, which include the authority to independently plan and conduct investigations in civil or criminal cases. At least two of these years must include supervision of investigators. Additional qualifying investigative experience may substitute year for year for education.

Desired Qualifications:

- Successful completion of the Washington State Criminal Justice Training Commission's Basic Law Enforcement Academy, or an accepted equivalent.
 - Additional qualifying law enforcement experience may substitute
- Ten years of experience as a commissioned law enforcement officer at the rank of detective or higher.
 - Direct experience as a law enforcement officer investigating homicides and sexual assaults will be substituted, year for year, for three years of the experience at the rank of detective or higher.
- A strong preference for experience navigating intergovernmental relationships and a good understanding of Tribal sovereignty.
 - Lived experience in a tribal community is preferred but not required.

SKILLS AND ABILITIES:

Knowledge of: investigative techniques and practices; principles and methods of effective interviewing and interrogation; operation of the judicial system; elements of proof; rules of evidence; trial testimony; case analysis; report writing; ethical conduct; principles of supervision, lead and/or other designated specialty areas as appropriate.

Ability to: independently plan an investigative strategy and carry out complex investigations in accordance with the rules of evidence; analyze the relevance, reliability, credibility and admissibility of obtained evidence; interpret and apply state and federal laws and regulations and case precedents; establish rapport with, and gain confidence of, law enforcement, hostile and reluctant witnesses, business community and client agencies/entities; write and speak clearly, concisely and accurately; organize and submit timely and accurate investigative reports; apply the rules of evidence and/or rules of arrest, search and seizure; gather and analyze specific types of data; research and interpret technical, professional, business and financial records; use a computer to access, analyze and organize information; create and maintain an

atmosphere of integrity, respect and objectivity throughout the legal process; work under pressure with continually shifting case priorities and deadlines; maintain strict and complete confidentiality.

CONDITIONS OF EMPLOYMENT:

A background check consisting of employment history, professional references and educational verification (e.g., degree, license, or official transcript) may be conducted. Prior to any offer, the applicant selected will be required to submit to and pass a fingerprint-based criminal background check conducted by the Washington State Patrol, Criminal Records Division. The incumbent will submit to additional background checks as a condition of employment every five (5) years thereafter.

This position is located in a high-rise office building in downtown Seattle. Work schedule is Monday through Friday, 8:00 am to 5:00 pm, with a one hour unpaid meal period, or another approved flexible schedule. This position requires travel both day and night, with frequent trips throughout the state of Washington. Work is performed in a legal office environment. Work may also be performed in field operations. Exposure and interaction with law enforcement entities, and suspects, witnesses, and victims believed to be involved or associated with alleged criminal activity.

About the Washington State Office of the Attorney General

The Attorney General's Office (AGO) touches the lives of every resident in this state. We serve more than 230 state agencies, boards, commissions, colleges and universities, as well as the Legislature and the Governor. The Office is comprised of nearly 700 attorneys and 800 professional staff, all working together to deliver the highest quality professional legal services to Washington state officials, agencies, and entities. This includes:

- Economic justice and consumer protections (safeguarding consumers, protecting youth, seniors, and other vulnerable populations)
- Social justice and civil rights (addressing discrimination, environmental protection, and veteran and military resources)
- Criminal justice and public safety (investigative and prosecutorial support, financial crimes)
- And [much more!](#)

Our agency also has national reach, representing the State of Washington before the Supreme Court, the Court of Appeals and trial courts in all cases that involve the state's interest. If you want to make a difference, we may be the perfect fit for you! Learn more about the AGO [here](#).

Commitment to Diversity

Diversity is critical to the success of the mission of the AGO. This means recognizing, respecting, and appreciating all cultures and backgrounds-- and fostering the inclusion of differences between people. Appreciating, valuing and implementing principles of diversity permits AGO employees to achieve their fullest potential in an inclusive, respectful environment.

One recent measure of the AGO's commitment to diversity can be found in its nomination for **Rainbow Alliance and Inclusion Network's** "Outstanding Agency Award" in 2019. Our commitment to employee wellness is reflected in earning the 2024 Zo8 Washington Wellness Award.

APPLICATION INSTRUCTIONS:

In addition to completing the online application, applicants must attach the following documents to their profile in order to be considered for this position:

- A letter of interest, describing your specific qualifications for the position;
- A current resume detailing experience and education.

READ THE FOLLOWING INFORMATION COMPLETELY:

- Carefully review your application for accuracy, spelling and grammar before submitting.
- You may not reapply to this posting for 30 days.
- The initial screening of applications will be **solely** based on the contents and completeness of the “work experience” and “education” sections of your application in www.careers.wa.gov, completeness of the application material submitted, and responses to the supplemental questionnaire.
- **A resume will not substitute for completing the “work experience” section of the application.**
- All information may be verified and documentation may be required.
- The Washington State Office of the Attorney General does not use the E-Verify system; therefore, we are not eligible to extend STEM Optional Practical Training (OPT). For more information, please visit www.uscis.gov.

Equal Employment Opportunity and Accommodations Requests

Honoring diversity, equity and inclusion means that as an agency, and as individuals, we are committed to ensuring that all employees and volunteers enjoy a respectful, safe and supportive working environment. Only by fostering the inclusion of people from all backgrounds, cultures and attributes, can AGO employees and volunteers achieve their fullest potential and best advance the goals and mission of the AGO.

The AGO is an equal opportunity employer and does not discriminate on the basis of race, creed, color, national origin, sex, marital status, sexual orientation/gender identity, age, disability, honorably discharged veteran or military status, retaliation or the use of a trained dog guide or service animal by a person with a disability. Persons requiring reasonable accommodation in the application process or requiring information in an alternative format may **contact the recruitment team at HREmployment@atg.wa.gov**. Those with a hearing impairment in need of accommodation are encouraged to contact the Washington Relay Service at 1-800-676-3777 or www.washingtonrelay.com.

For questions regarding this recruitment or assistance with the application process, please **contact the recruitment team at HREmployment@atg.wa.gov**.

If you are having technical difficulties creating, accessing or completing your application, please call NEOGOV toll-free at (855) 524-5627 or support@neogov.com.

Benefits

More than Just a Paycheck!

Employee benefits are not just about the kind of services you get, they are also about how much you may have to pay out of pocket. Washington State offers one of the most competitive benefits packages in the nation.

We understand that your life revolves around more than just your career. Like everyone, your first priority is ensuring that you and your family will maintain health and financial security. That's why choice is a key component of our benefits package. We have a selection of health and retirement plans, paid leave, staff training and other compensation benefits that you can mix and match to meet your current and future needs.

Read about our benefits:

The following information describes typical benefits available for full-time employees who are expected to work more than six months. Actual benefits may vary by appointment type or be prorated for other than full-time work (e.g. part-time); view the job posting for benefits details for job types other than full-time.

Note: *If the position offers benefits which differ from the following, the job posting should include the specific benefits.*

Insurance Benefits

Employees and their families are covered by medical (including vision), dental and basic life insurance. There are multiple medical plans with affordable monthly premiums that offer coverage throughout the state.

Staff are eligible to enroll each year in a medical flexible spending account which enables them to use tax-deferred

dollars toward their health care expenses. Employees are also covered by basic life and long-term disability insurance, with the option to purchase additional coverage amounts.

To view premium rates, coverage choice in your area and how to enroll, please visit the [Public Employees Benefits Board \(PEBB\) website](#). The [Washington Wellness](#) program from the Health Care Authority works with PEBB to support our workplace [wellness programs](#).

[Dependent care assistance](#) allows the employee to save pre-tax dollars for a child or elder care expenses.

Other insurance coverage for auto, boat, home, and renter insurance is available through payroll deduction.

The [Washington State Employee Assistance Program](#) promotes the health and well-being of employees.

Retirement and Deferred Compensation

State Employees are members of the Washington Public Employees' Retirement System (PERS). New employees have the option of two employer contributed retirement programs. For additional information, check out the [Department of Retirement Systems'](#) web site.

Employees also have the ability to participate in the [Deferred Compensation Program](#) (DCP). This is a supplemental retirement savings program (similar to an IRA) that allows you control over the amount of pre-tax salary dollars you defer as well as the flexibility to choose between multiple investment options.

Social Security

All state employees are covered by the federal [Social Security](#) and Medicare systems. The state and the employee pay an equal amount into the system.

Public Service Loan Forgiveness

If you are employed by a government or not-for-profit organization, and meet the qualifying criteria, you may be eligible to receive student loan forgiveness under the [Public Service Loan Forgiveness Program](#).

Holidays

Full-time and part-time employees are entitled to paid holidays and one paid personal holiday per calendar year.

Note: Employees who are members of certain Unions may be entitled to additional personal leave day(s), please refer to position specific [Collective Bargaining Agreements](#) for more information.

Full-time employees who work full monthly schedules qualify for holiday compensation if they are employed before the holiday and are in pay status for at least 80 nonovertime hours during the month of the holiday; or for the entire work shift preceding the holiday.

Part-time employees who are in pay status during the month of the holiday qualify for the holiday on a pro-rata basis. Compensation for holidays (including personal holiday) will be proportionate to the number of hours in pay status in the month to that required for full-time employment, excluding all holiday hours. Pay status includes hours worked and time on paid leave.

Sick Leave

Full-time employees earn eight hours of sick leave per month. Overtime eligible employees who are in pay status for less than 80 hours per month, earn a monthly proportionate to the number of hours in pay status, in the month to that required for full-time employment. Overtime exempt employees who are in pay status for less than 80 hours per month do not earn a monthly accrual of sick leave.

Sick leave accruals for part-time employees will be proportionate to the number of hours in pay status, in the month to that required for full-time employment. Pay status includes hours worked, time on paid leave and paid holiday.

Vacation (Annual Leave)

Full-time employees accrue vacation leave at the rates specified in [WAC 357-31-165\(1\)](#) or the applicable collective bargaining agreement (CBA). Full-time employees who are in pay status for less than 80 nonovertime hours in a month do not earn a monthly accrual of vacation leave.

Part-time employees accrue vacation leave hours in accordance with [WAC 357-31-165\(1\)](#) or the applicable collective bargaining agreement (CBA) on a pro rata basis. Vacation leave accrual will be proportionate to the number of hours in pay status, in the month to that required for full-time employment.

Pay status includes hours worked, time on paid leave and paid holiday.

As provided in [WAC 357-58-175](#), an employer may authorize a lump-sum accrual of vacation leave or accelerate the vacation leave accrual rate to support the recruitment and/or retention of a candidate or employee for a Washington Management Service position. Vacation leave accrual rates may only be accelerated using the rates established WAC 357-31-165.

Note: Most agencies follow the civil service rules covering leave and holidays for **exempt** employees even though there is no requirement for them to do so. However, agencies are required to adhere to the applicable RCWs pertaining holidays and leave.

Military Leave

Washington State supports members of the armed forces with 21 days paid military leave per year.

Bereavement Leave

Most employees whose family member or household member dies, or for loss of pregnancy, are entitled to five (5) days of paid bereavement leave. In addition, the employer may approve other available leave types for the purpose of bereavement leave.

Additional Leave

[Leave Sharing](#)

[Parental Leave](#)

[Family and Medical Leave Act \(FMLA\)](#)

[Leave Without Pay](#)

Please visit the [State HR Website](#) for more detailed information regarding benefits.

Updated 07-21-2025

Employer

State of Washington

Address

[View Job Posting for Agency Information](#)

[View Job Posting for Location, Washington, 98504](#)

Website

<http://www.careers.wa.gov>

AGO Investigator/Analyst Supervisor, Criminal Justice Division, Seattle Supplemental Questionnaire

QUESTION 1

(1000all) Your preferred name:

QUESTION 2

(1000all) Your pronoun(s):

*QUESTION 3

1000all Are you legally authorized to work in the United States?

- ☐ Yes
- ☐ No

*QUESTION 4

1000all Will you now or in the future require sponsorship for employment visa status?

- ☐ Yes
- ☐ No

*QUESTION 5

1000allclassified. By clicking yes, I acknowledge that if I am the preferred candidate for this position, I will be required to submit to and pass a fingerprint-based criminal background check conducted by the Washington State Patrol (WSP), Criminal Records Division, as a condition of employment and every five (5) years thereafter. Incumbent may also be required to submit to and pass a criminal background check at any time during the period of employment if, in the scope of their employment and assigned duties, they are identified as a witness by an Assistant Attorney General prosecuting a criminal case. By clicking no, I will be removed from further consideration for this position.

- ☐ Yes
- ☐ No

*QUESTION 6

1000allconflict: Have you participated, whether as an attorney, paralegal, legal assistant, or in any other capacity, in the representation of any party in a matter where the party's interest was materially adverse to that of the State, its agencies, or its officers or employees? If yes, please identify all such matters, including the parties to the matter, the court and cause number of the matter, and your role in the matter. If no, please enter N/A. If you require additional space, please attach additional sheets and indicate your attachment here.

*QUESTION 7

1000allconflict: Have you participated as a judge, arbitrator, mediator, adjudicative officer, or as a law clerk to such a person, in a matter in which the State or any of its agencies, officers, or employees were a party? If yes, please identify all such matters, including the parties to the matter, the court and cause number of the matter, and your role in the matter. If no, please enter N/A. If you require additional space, please attach additional sheets and indicate your attachment here.

*QUESTION 8

1000allconflict: Is there any other matter, person, entity, or personal interest that might present a conflict of interest or otherwise limit your ability to perform work for the Attorney General's Office or represent a state agency, officer, or employee? If yes, please identify such matters, persons, entities, or personal interests with sufficient detail to allow the Attorney General's Office to understand the nature of the potential conflict of interest. You are not required to disclose any pending or contemplated complaint or dispute for which the law allows you to remain anonymous; however, you are responsible for not accepting assignments that would violate conflict of interest or confidentiality

provisions of the Rules of Professional Conduct or other laws with regard to such matters. If no, please enter N/A. If you require additional space, please attach additional sheets and indicate your attachment here.

* Required Question