

Kane Villanueva

Inspector General

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STRENGTHS

- 🛡️ **Sensitive Case Judgment**
Handled personnel and critical incident reviews with care, giving command leaders clear findings and defensible next steps.
- ♥️ **Executive Reporting**
Turned complex policy evidence into concise reports, and senior stakeholders gained clearer choices during difficult decisions.
- 👥 **Collaborative Oversight**
Built productive agency relationships during sensitive reviews, creating smoother information flow and stronger professional trust.
- ⚙️ **Program Governance**
Set review standards, timelines, and ownership across initiatives. Teams gained steadier follow through and better visibility.
- 🔍 **Practical Legal Research**
When requirements were unclear, researched governing rules and translated findings into usable guidance for operating leaders.

SKILLS

Strategic planning

Program management

Policy analysis Legal research

Regulatory analysis

Personnel investigations

Critical incident review

Use of force review

Executive reporting

Training governance

Budget support Procurement

Supervision Public relations

Government relations

SUMMARY

Public safety oversight and **government administration** leader with 14 years of progressively responsible experience supporting law enforcement operations, **accountability**, policy, compliance, and program management. Holds a Master of Public Administration and translates federal, state, and local requirements into practical policies, executive guidance, and defensible operating decisions. More than a decade of supervisory responsibility includes leading managers, evaluating sensitive personnel matters, coordinating critical incident responses, and advising command staff on discipline, use of force review, and organizational risk. Experienced in **strategic planning**, research, procurement, budgeting, training governance, legal analysis, executive reporting, program evaluation, and governmental relations. Career accomplishments include strengthening investigation controls, improving policy review cycles, connecting management reports with decisions, and establishing measurable oversight practices across complex **public safety** environments.

EXPERIENCE

Deputy Inspector General

Harbor Point Public Safety Commission 📅 July 2022 - Present 📍 Baltimore, MD

Lead public safety oversight operations, strategic reviews, executive reporting, and cross functional coordination for senior stakeholders. Direct contributors, establish review standards, connect evidence with management decisions, and maintain audit ready documentation across sensitive initiatives.

- Led oversight reviews with documented priorities, **timelines**, and outcomes for senior **public safety** stakeholders.
- Applied policy **research** and data analysis to resolve sensitive accountability questions and guide defensible decisions.
- Directed contributors through clear quality standards, escalation paths, review controls, and documented follow through.
- Built executive reporting that connected implementation progress with resource decisions and operational risk.
- Coordinated governmental partners through structured meetings, shared records, and trusted professional relationships.
- Improved repeatable oversight processes through evidence based **evaluation**, control mapping, and corrective action tracking.

Director, Professional Standards Programs

Chesapeake Metropolitan Police Authority 📅 March 2019 - June 2022 📍 Annapolis, MD

Directed professional standards programs, critical incident reviews, personnel accountability, and executive advisory work for a metropolitan police authority. Supervised contributors, supported policy governance, and translated complex findings into practical recommendations for command leadership.

- Led professional standards reviews covering **personnel investigations**, discipline, and critical incident accountability for command staff.
- Applied structured policy analysis to use of force reviews and significant operational risk questions.
- Directed review teams with defined schedules, evidence standards, escalation rules, and executive briefing requirements.
- Produced **complex reports** linking investigation findings, program status, and recommended management actions.
- Coordinated legal, operational, and governmental partners during sensitive reviews requiring discretion and reliable documentation.
- Strengthened review controls through recurring evaluations, documented **procedures**, and clear accountability ownership.

LANGUAGES



MY CAREER



- Deputy Inspector General at Harbor Point Public Safety Commission (4.2 Years)
- Director, Professional Standards Programs at Chesapeake Metropolitan Police Authority (3.2 Years)
- Senior Policy and Compliance Manager at Potomac Regional Justice Services (3.5 Years)
- Policy and Program Analyst at Capital District Public Safety Office (3.1 Years)

Senior Policy and Compliance Manager

Potomac Regional Justice Services 📅 August 2015 - February 2019 📍 Rockville, MD

Managed law enforcement policy, compliance research, program evaluation, and operational guidance across regional justice services. Advised senior leaders on regulatory requirements, procedure updates, resource needs, and implementation risks while supervising policy contributors.

- Led policy assessments translating federal, state, and local requirements into practical operating procedures.
- Researched legal questions affecting **public safety** operations and prepared concise guidance for **senior leadership**.
- Managed program evaluations using evidence reviews, progress measures, stakeholder interviews, and corrective action plans.
- Prepared **executive correspondence** and reports connecting policy changes with operational readiness and accountability.
- Supported **budget** and **procurement** reviews by assessing initiative scope, resource requirements, and implementation priorities.
- Built professional networks across agencies, improving information flow during policy reviews and operational decisions.

Policy and Program Analyst

Capital District Public Safety Office 📅 June 2012 - July 2015 📍 Washington, DC

Supported law enforcement administration through policy research, program analysis, executive reporting, training coordination, and intergovernmental communication. Delivered reliable analysis for senior stakeholders and helped convert emerging requirements into documented procedures and measurable work plans.

- Analyzed **public safety** programs and prepared findings that clarified priorities, **timelines**, and implementation risks.
- Researched laws, **regulations**, and procedures supporting policy recommendations for senior administrative leaders.
- Prepared reports, correspondence, visual materials, and briefing content for executive and governmental audiences.
- Coordinated training schedules, course **materials**, **facilities**, and participant records across operational stakeholders.
- Tracked **attendance controls** and progress updates, giving managers clearer visibility into program completion.
- Maintained collaborative agency relationships that supported timely information sharing and practical policy implementation.

PROJECTS

Critical Incident Accountability Review 📅 2024

A difficult review often begins with incomplete information. Built a structured accountability model connecting incident records, policy standards, leadership findings, corrective actions, and executive reporting for sensitive public safety matters.

Policy Review Cycle Modernization 📅 2021

Policy updates had become difficult to track across teams. Created a documented review cycle with ownership, research checkpoints, approval records, implementation dates, and progress reporting for senior managers.

LEADERSHIP & AWARDS

- Public Service Accountability Award, 2024
- Executive Leadership Recognition, 2021
- Recognized for mentoring public safety professionals through practical guidance and trusted professional relationships.

EDUCATION

Master of Public Administration

University of Baltimore 🎓 GPA: 4.0 📅 2012 📍 Baltimore, MD

Coursework: Public budgeting, policy analysis, program evaluation, governmental administration

Bachelor of Science in Criminal Justice

Towson University  GPA: 4.0  2010  Towson, MD

Coursework: Criminal law, justice administration, policing, research methods

CERTIFICATIONS

- Certified Inspector General, Association of Inspectors General  2021
- Public Sector Executive Leadership Certificate  2020

TECHNICAL SKILLS

- **Oversight and Accountability:** Inspector general oversight, law enforcement accountability, professional standards
- **Investigations and Discipline:** Personnel investigations, disciplinary matters, case review
- **Critical Incident Review:** In custody death review, deputy involved shooting review, use of force review
- **Policy and Procedures:** Policy development, procedure analysis, policy review cycles
- **Legal and Regulatory Analysis:** Federal law, state law, local law
- **Strategic Planning:** Strategic planning, program proposals, implementation timelines
- **Program Evaluation:** Program evaluation, performance measures, progress reporting
- **Executive Communications:** Executive reports, executive correspondence, briefing materials
- **Training Administration:** Course design, class preparation, training schedules
- **Budget and Procurement:** Budget analysis, procurement review, resource assessment
- **Supervision and Management:** Manager supervision, employee evaluation, staff counseling
- **Public and Government Relations:** Public relations, governmental relations, intergovernmental coordination

PROFESSIONAL AFFILIATIONS

- Public Safety Policy Review Council, Member
- Government Accountability Mentoring Program, Volunteer Mentor

ADDITIONAL INFORMATION

Work Status : Authorized to work in United States. No sponsorship required.

REFERENCES

AVAILABLE ON REQUEST