



STATE OF IDAHO
invites applications for the position of:

ISP Forensic Scientist 1 - Biology/DNA Casework

SALARY: \$24.86 - \$39.05 Hourly

DEPARTMENT: Idaho State Police

**OPENING
DATE:** 08/03/22

**CLOSING
DATE:** 08/16/22 11:59 PM

DESCRIPTION:



This Forensic Scientist 1 announcement is being used to underfill a Forensic Scientist 2 (FS2) Biology/DNA Casework discipline position.

Candidates from this recruitment may be used to fill current and future openings. The Forensic Scientist 1 (FS1) is an entry-level position, which will work under the direct supervision of a more experienced Forensic Scientist. The incumbent will be certified as an FS2 upon successful completion of a specified training program and two (2) years experience in the FS1 position (or) demonstration of meeting the minimum qualifications and *qualifying work experience of an FS2 position and a six-month probationary period of 1,040 hours. Pay will be adjusted accordingly at the time the incumbent is certified as a FS2.

Candidate will be required to obtain specialty certification by the American Board of Criminalistics in Molecular Biology within three (3) years of being selected for or promoted to a Forensic Scientist 2 position.

All Idaho State Police Forensic Laboratories are accredited to the ISO 17025 Standard. State police Forensic Laboratories serve state, local, and federal law enforcement agencies; state and county prosecutors; and public defenders.

Note: Preference will be given to experienced forensic scientists who meet the minimum qualifications and qualifying work experience of the Forensic Scientist (DNA) FS2. **A candidate meeting at the higher level could be certified to a FS2 position upon completion of a qualifying examination and approved by ISP.**

You must attach a copy of your official transcripts to this application by the closing date. Applications without the supporting transcripts will not be accepted.

PLEASE NOTE: The successful applicant will be required to complete a background investigation and polygraph examination, which includes drug screening. Please review the ISP Drug Policy and ISP Grooming and Appearance Standards.

Learn more about a career of a lifetime with the Idaho State Police at <http://www.isp.idaho.gov/> and how the State of Idaho can be your forever home at <http://www.visitidaho.org/>.

EXAMPLE OF DUTIES:

• Scientific Analyses

- Employ various methods of scientific analysis to make determinations regarding samples submitted as evidence in criminal cases or for individual characteristic database entry
- Assume responsibility for and maintain the integrity of evidence
- Interpret scientific data and ensure validity
- Author and issue laboratory reports
- Perform technical review and/or technical verification of others work
- Maintain established standards of laboratory cleanliness, safety, and efficiency
- Perform routine maintenance of laboratory instruments and equipment
- Maintain specific levels of proficiency and certification in assigned discipline(s)
- Demonstrate proficiency through routine proficiency testing
- May optionally respond to crime scenes, clandestine laboratories, and autopsies to provide assistance, knowledge and expertise, this may include assistance with recognizing, documenting, and collecting evidence/samples for analysis. If approved for crime scene or clandestine laboratory response must complete the specialized training program associated with approval to respond.

• Training

- Work closely with advanced forensic scientists to complete the discipline specific specialized training program
- Acquire new skills and improve techniques, perform scientific analysis per the current laboratory protocol, gain greater knowledge of scientific instrumentation

• Communication/courtroom testimony

- Provide detailed explanations/testimony regarding the methods of analysis performed and communicate and support the results of analysis
- Demonstrate concepts and teach cutting-edge technology in courtroom settings
- Educate officers, attorneys, and investigators
- Instruct in the proper techniques and procedures used to collect, maintain, and submit evidence

• Administrative Duties

- Respond to supervisors, technical leaders and headquarters staff for review and planning of programs, policies, manuals, and quality audits
- Provide statistical information
- Create goals, objectives, and employee development plan

• Biology/DNA Casework

- Performs biological screening and DNA analyses on forensic samples
- Performs mixture interpretation and uses mixture interpretation software
- Interprets DNA profiles and makes comparisons of DNA profiles
- Authors reports on forensic biology screening and forensic DNA analysis
- Performs technical review of screening and DNA reports
- Testifies in court about forensic biology screening and DNA analysis
- Imports casework samples into CODIS (Combined DNA Index System) and evaluates potential matches. CODIS the software used to operate local, state and national DNA database enabling laboratories to provide additional investigative

leads.

MINIMUM QUALIFICATIONS:

A Forensic Scientist 1 must hold a baccalaureate, masters, or doctoral degree in a physical or biological science from an accredited U.S. or Canadian institution.

- Acceptable institutions are those accredited by or those which have pertinent educational programs accredited by commissions or agencies recognized by the U.S. Office of Education
- The education of each employee shall be verified prior to being hired by Forensic Services
- A copy of the college transcript (including specific required coursework) and proof of graduation for all personnel with education requirements listed in the Minimum Qualification (MQ) Specialties section must be provided to ISPFS. Successful completion of a course means a college or university defined passing grade
- Degree must be in a biology or chemistry related science. Must have successfully completed a minimum of seventeen (17) semester (or 26 quarter) units of chemistry or biology related college level coursework. Coursework must include at least one course each in biochemistry, genetics, molecular biology and statistics or population genetics totaling 12 semesters (or 14 quarter) units
- When performing DNA analysis and where applicable, analysts shall meet the educational requirements of the Quality Assurance Standards for Forensic DNA Testing Laboratories (coursework hours as required/stipulated by the current ISPFS Quality Manual and current applicable Quality Assurance Standard)

Extra Credit:

- B.S or Graduate degree in biological science
- Qualifying work experience in forensic DNA casework or DNA database
- Certification with the American Board of Criminalistics
- Member of related professional forensic science organization(s)
- Experience performing audits under the FBI's DNA quality assurance standards and/or ISO 17025 standards
- Experience using automation as it applies to the analysis of DNA samples in a forensic laboratory
- Experience using CODIS as an analyst or administrator and knowledge of the NDIS operational procedures as applied to DNA eligibility requirements
- Experience using probabilistic genotyping software

NOTE: the successful candidate is required to obtain certification by the American Board of Criminalistics within three (3) years of being selected/promoted for the position of Forensic Scientist 2 (if not currently certified).

SUPPLEMENTAL INFORMATION:

Applicants with education obtained at a foreign institution must, at their expense, have credentials evaluated by Educational Credential Evaluators, Inc., Milwaukee, WI; International Education Research Foundation, Inc., Culver City, CA; or World Education Services, Inc., New York, NY. Reports must be sent directly to ISP Human Resources by the evaluating organization.

ISP has a salary plan called Project CHOICE (Creating Hope, Opportunity, and Incentive for Career Employment) designed to provide incentives for recruitment and retention. The Project CHOICE plan distributes pay increases to employees for the attainment of certificates and other achievements relevant to their job class and the ISP mission. The purpose of Project CHOICE is

to attract potential applicants to the ISP workforce, retain the workforce already in place, and reward employees who take on additional duties or tasks, and who work to better themselves in academic and professional settings.

Forensic scientists and lab management personnel earn CHOICE pay increases for a variety of discipline specific achievements related to skill acquisition. A few of these are listed below:

- Bachelor Degree - \$1.25/hour
- Master Degree - \$1.75/hour
- Doctorate - \$2.25/hour (only the highest college degree attained is awarded)
- Completion of Probation/Independent Casework- \$1.00/hour
- Proficiency Test in two Disciplines - \$.30/hour
- Clan Lab/Crime Scene - \$.45/hour
- Serve as an ISO 17025 or ISO 17020 Assessor - \$.30/hour
- Forensics Specialty Areas Certification: \$.50/hour for up to 2 areas of expertise
 - American Board of Criminalistics (ABC) Diplomate
 - ABC Fellow in a Specialty
 - International Association for Identification (IAI) Latent Fingerprint Analyst
 - Association of Firearm & Tool Mark Examiners (AFTE) Firearms Examiner or equivalent
 - American Board of Forensic Toxicology (ABFT) or equivalent
 - IAI Footwear Examiner
- Lab Safety Officer - \$.30/hour
- Deputy Quality Manager - \$.30/hour
- CODIS Administrator - \$.30/hour

Please make sure your resume and personal information contained in your profile supports your answers to the questions.



jobs@isp.idaho.gov



[@ISPCareers](https://twitter.com/ISPCareers)



<https://isp.idaho.gov/hr/>



(208) 884-7018

Hiring is done without regard to race, color, religion, national origin, sex, age or disability. If you need special accommodations to satisfy testing requirements, please contact the Division of Human Resources at (208) 334-2263.

Preference may be given to veterans who qualify under state and federal laws and regulations.

APPLICATIONS MAY BE FILED ONLINE AT:
<https://www.governmentjobs.com/careers/idaho>

304 North 8th Street
Boise, ID 83720

Position #08/16/22 14845 PCN 4043
ISP FORENSIC SCIENTIST 1 - BIOLOGY/DNA
CASEWORK
MG

idhr@dhr.idaho.gov

ISP Forensic Scientist 1 - Biology/DNA Casework Supplemental Questionnaire

- * 1. I have a baccalaureate, masters, or doctoral degree in a physical or biological science from an accredited U.S. or Canadian institution. (If your degree has not been awarded but will be awarded by the closing date on this announcement, you may mark "yes" below.) You must have a qualifying degree by the closing date on this announcement to be considered for this position. You must attach a copy of your official transcripts to this application that documents you have been awarded your degree by the closing date of this job announcement.
- Yes
 No
- * 2. Forensic Scientist I have a degree in biology or a chemistry related science. I have successfully completed a minimum of seventeen (17) semester (or 26 quarter) units of chemistry or biology related college level coursework. Coursework includes at least one course each in biochemistry, genetics, molecular biology and statistics or population genetics totaling 12 semesters (or 14 quarter) units.
- Yes
 No
- * 3. Forensic Scientist 1 DNA I understand when performing DNA analysis and where applicable, analysts shall meet the educational requirements of the Quality Assurance Standards for Forensic DNA Testing Laboratories (coursework hours as required/stipulated by the current ISPFs Quality Manual and current applicable Quality Assurance Standard)
- Yes
 No
- * 4. IDAHO STATE POLICE DRUG POLICY I certify that I have read, fully understand and comply with the ISP Drug Policy. To answer this question please click on the web site link listed in the job posting to review the ISP Drug Policy. I meet the standards described in the policy and I would like to be considered for employment by the Idaho State Police. I understand that I will be required to pass a background investigation and a polygraph examination prior to employment by the Idaho State Police. You must be in compliance with the Idaho State Police Drug Policy in order to be considered for employment with the Idaho State Police.
- Yes
 No
- * 5. EXTRA CREDIT: Do you have a B.S. or Graduate degree in Biological Science? This is not a minimum but may increase your score. Please check all that apply.
- Graduate Degree in Biological Science
 B.S. in Biological Science
 No
- * 6. EXTRA CREDIT: I have gained *qualifying work experience as an independent forensic DNA examiner in an accredited forensic laboratory. *Qualifying work experience includes two (2) years: working independently, planning, managing, and prioritizing caseloads, successfully engaging in independent research, evaluation, and validation activities; performing and documenting a range of forensic examinations, providing training and consultation services to professional criminal justice and scientific audiences; and testifying as an expert, as applicable.
- Yes
 No
- * 7. EXTRA CREDIT: Do you have a certification with the American Board of Criminalistics?

- ABC Molecular Biology Fellow
 - ABC General Fellow
 - ABC Diplomate
 - No certification
- * 8. EXTRA CREDIT: Please indicate how many professional forensic science organizations you belong to.
- I belong to three or more professional forensic science organizations.
 - I belong to two professional forensic science organizations.
 - I belong to one professional forensic science organization.
 - None
- * 9. EXTRA CREDIT: Do you have any experience performing audits under the FBI's DNA quality assurance standards and/or ISO 17025 standards? In addition to this question, please provide detail within your resume that outlines the number and types of assessments you have performed.
- I have experience performing audits.
 - None
- * 10. EXTRA CREDIT: Do you have experience using automation as it applies to the analysis of DNA samples in a forensic laboratory?
- Yes
 - No
- * 11. EXTRA CREDIT: Do you have experience using CODIS as an analyst or administrator and knowledge of the NDIS operation procedures as it applies to DNA eligibility requirements? Please indicate your highest level of experience below.
- CODIS Administrator
 - CODIS Alternate Administrator
 - CODIS User
 - None
- * 12. EXTRA CREDIT: Do you have experience using Probabilistic Genotyping software? Select the level of training and/or experience you have using Probabilistic Genotyping software.
- I have training and experience with Probabilistic Genotyping software.
 - I have training with Probabilistic Genotyping software.
 - None
- * Required Question