



STATE OF IDAHO  
invites applications for the position of:

## ISP Forensic Scientist 1 - Impression Evidence / Latent Print Discipline

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**SALARY:** \$23.66 - \$30.97 Hourly  
\$49,212.80 - \$64,417.60 Annually

**DEPARTMENT:** Idaho State Police

**OPENING DATE:** 02/01/21

**CLOSING DATE:** 03/01/21 11:59 PM

**DESCRIPTION:**



**This Forensic Scientist 1 announcement is being used to underfill an Impression Evidence/Latent Print Unit Forensic Scientist 2 (FS2) position.** 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.

\*Qualifying work experience for the Impression Evidence/Latent Print unit Forensic Scientist 2 includes two (2) years of:

- Working independently, planning, managing, and prioritizing caseloads or individual characteristic database samples (as applicable), successfully engaging in independent research, evaluation, and validation activities
- Performing and documenting a range of examinations regarding forensic evidence
- Providing training and consultation services to professional criminal justice and scientific audiences
- Testifying as an expert regarding the forensic examinations performed in the specified discipline

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.

**You must attach your unofficial 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](#).

The candidate selected from this recruitment will be required to attend a job specific training course from October 2021 through March 2022 in Mississippi (if not already qualified in this specialty). If required to attend the training course in Mississippi, the candidate will be required

to sign a five-year agreement acknowledging their commitment to ISP or could be held responsible for costs associated with this training program.

## **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

### **Latent Prints/Impression Evidence**

- Performs processing and/or comparison of latent prints on forensic samples
- May perform ABIS (Automated Biometric Identification Systems) searches and comparisons. ABIS is a regional and national database used to perform biometric searches and perform a one-to-many comparison of questioned samples to samples in a database to generate a candidate list for manual comparison.
- Performs technical verification and technical review of the work of other latent print examiners
- Authors reports on latent print analyses
- Testifies in court about latent print processing and comparison work

## **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
- Must have successfully completed a minimum of twelve (12) semester (or 18 quarter) units of college level studies in a relevant physical or biological science which may include biology, chemistry, biochemistry, and/or physics. A statistics course may be applied to meeting the minimum coursework hours (coursework hours as required/stipulated by the current ISPFS Quality Manual)

## **SUPPLEMENTAL INFORMATION:**

### **Desirable Qualifications which will Provide Extra Credit:**

The following are not requirements for the Forensic Scientist 1 position. However, if you do have qualifications/experience in any of these areas include that information in your resume:

- Qualifying work experience performing latent print processing and/or comparison casework.
- Certification with the International Association for Identification as a Certified Tenprint examiner, Crime Scene Examiner or Certified Latent Print Examiner.
- Member of related professional forensic science organization(s).
- Experience using ABIS as an analyst or administrator.

**ISP has a salary plan called Project CHOICE** (Creating Hope, Oppportunity, 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.



(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.

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

304 North 8th Street  
Boise, ID 83720

Position #07603 PCN 4505  
ISP FORENSIC SCIENTIST 1 - IMPRESSION  
EVIDENCE / LATENT PRINT DISCIPLINE  
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[idhr@dhr.idaho.gov](mailto:idhr@dhr.idaho.gov)

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### **ISP Forensic Scientist 1 - Impression Evidence / Latent Print Discipline Supplemental Questionnaire**

- \* 1. Forensic Scientist: I have baccalaureate, masters, or doctoral degree in a physical or biological science from a 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.
  - Yes
  - No
- \* 2. Forensic Scientist: List the title and degree field of all your scientific degrees and dates awarded. Note: Your degree must be in a physical or biological science from a accredited U.S. or Canadian institution. You must have a qualifying degree by the closing date on this announcement to be considered for this position.

- \* 3. Forensic Scientist: I have successfully completed a minimum of twelve (12) semester (or 18 quarter) units of college level studies in a relevant physical or biological science which may include biology, chemistry, biochemistry, and/or physics. A statistics course may be applied to meeting the minimum coursework hours (coursework hours as required/stipulated by the current ISPFs Quality Manual).
- Yes  
 No
- \* 4. Forensic Scientist: List the class title and units earned for each class that meets the requirements listed below: I have successfully completed a minimum of twelve (12) semester (or 18 quarter) units of college level studies in a relevant physical or biological science which may include biology, chemistry, biochemistry, and/or physics. A statistics course may be applied to meeting the minimum coursework hours (coursework hours as required/stipulated by the current ISPFs Quality Manual)  
NOTE: You must attach your unofficial transcript to this application by the closing date.
- \* 5. Forensic Scientist 1 (Latent extra credit): I have gained \*qualifying work experience performing latent print processing and/or comparison casework. Qualifying work experience includes: Working independently, planning, managing, and prioritizing caseloads or individual characteristic database samples (as applicable), successfully engaging in independent research, evaluation, and validation activities. Performing and documenting a range of examinations regarding forensic evidence. Providing training and consultation services to professional criminal justice and scientific audiences. Testifying as an expert regarding the forensic examinations performed in the specified discipline. This is not a minimum requirement, but having this experience may increase your score.
- No experience.  
 Internship in an accredited forensic laboratory.  
 Analyst in a forensic discipline other than impression evidence.  
 Less than two years experience as a forensic impression evidence analyst in an accredited forensic laboratory.  
 More than two years experience as a forensic impression evidence analyst in an accredited forensic laboratory.
- \* 6. Forensic Scientist 1 (Latent extra credit): Describe how you have gained \*qualifying work experience performing latent print processing and/or comparison casework. Include the name of your employer, detailed employment dates, and any other relevant information that supports this answer. Qualifying work experience includes: Working independently, planning, managing, and prioritizing caseloads or individual characteristic database samples (as applicable), successfully engaging in independent research, evaluation, and validation activities. Performing and documenting a range of examinations regarding forensic evidence. Providing training and consultation services to professional criminal justice and scientific audiences. Testifying as an expert regarding the forensic examinations performed in the specified discipline. This is not a minimum requirement, but having this experience may increase your score.
- \* 7. Forensic Scientist (extra credit): I belong to a professional forensic science organization. This is not a minimum requirement but having membership(s) may increase your score.
- None  
 I belong to one organization  
 I belong to two organizations  
 I belong to three or more organizations
- \* 8. Forensic Scientist (extra credit): Do you have a certification with the International Association for Identification? This is not a minimum requirement but certification may increase your score.

- No
- Certified Tenprint Examiner
- Certified Crime Scene Examiner
- Certified Latent Print Examiner

\* 9. Forensic Scientist (extra credit): You may receive extra credit for experience using ABIS as an analyst or administrator and knowledge of the ABIS operation. If you have this experience, please check your highest level of experience.

- None
- ABIS User
- ABIS Administrator

\* 10. Forensic Scientist: I certify that the answers I provided are accurate and supported by my official transcripts and other necessary documentation.

- Yes
- No

\* Required Question