



Idaho State Police

Service Since 1939



Colonel Kedrick Wills
Director

Brad Little
Governor

Forensic Scientist DNA Casework Discipline ISP Forensic Scientist 2

Open for Recruitment: December 7, 2020 to December 30, 2020

Rate of pay: \$27.36 to \$39.15 per hour. This position does not provide benefits.

Location: Meridian

SPECIAL NOTIFICATION: This position is exempt from classified state service and the rules of the Division of Human Resources and the Idaho Personnel Commission.

This recruitment is being used to fill a full-time Forensic Scientist 2 (FS2) with Idaho State Police Forensic Services (ISPFS). An FS2 is an experienced scientist-level position with ISPFS. An experienced scientist who meets the minimum qualifications and *qualifying work experiences of the FS2 must successfully complete a qualifying examination.

This is a grant funded position through the US Department of Justice, Bureau of Justice Assistance. The DNA Capacity Enhancement for Backlog Reduction (CEBR) and DNA Laboratory Efficiency Improvement and Capacity Enhancement Grant Programs funding is anticipated for at least six months. This solicitation is subject to the grant funds being available to ISPFS. If a state funded position becomes allocated, candidates will need to apply and compete through the State of Idaho recruitment process.

It is anticipated that one remote position focused on data analysis/reporting/technical review will be filled with this announcement.

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.

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](#) (which is included at the end of this recruitment flyer) 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/>.



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EXAMPLES OF DUTIES:

Scientific Analyses

- All duties of the Forensic Scientist 1
- Conduct complex examinations of evidence and/or individual characteristic database samples
- 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. If approved for crime scene or clandestine laboratory response must complete the specialized training program associated with approval to respond

Training

- Complete any required training on new techniques or instrumentation
- Train Forensic Scientists 1 in the utilization of analytical techniques and methods of scientific analyses utilized in the specific discipline.
- Train police officers in collection and packaging of evidence
- Provide background information training for police officers, attorneys, and general public

Communication/courtroom testimony

- All duties of the Forensic Scientist 1
- Interpret findings for prosecutors and defense attorneys
- Prepare attorneys for presentation of expert's findings
- Testify as an expert witness in trials and other criminal hearings
- Qualified to offer opinions and answer hypothetical questions
- Train police officers in collection and packaging of evidence; provide background information training for police officers, attorneys, medical personnel and general public as assigned

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



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Biology/DNA

- 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 and evaluates potential matches. (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 2 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 MQ specialties section must be provided to ISPFSS. Successful completion of a course means a college or university defined passing grade.

Experience:

- Two (2) years of qualifying work experience in the specified discipline. 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



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MQ SPECIALTIES:

Biology/DNA Casework:

- 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)
- Must have a minimum of two (2) years' experience performing forensic biology screening and/or DNA casework
- 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

How to Apply: Email your detailed curriculum vitae (CV) and an unofficial copy of your transcripts by December 30, 2020 to jobs@isp.idaho.gov with the subject line of: *FS2 DNA Casework*. CV's received without accompanying transcripts will not be considered. If a candidate receives a conditional offer of employment, sealed transcripts will then be required. If you have any experience in these areas, please include it within your CV:

- Qualifying work experience in forensic DNA casework or DNA database
- Certification with the American Board of Criminalistics
- Fellow with the American Board of Criminalistics in the area of Molecular Biology
- Member of related professional organization(s)
- Graduate degree in Biological Science
- 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 operation procedures as it applies to DNA eligibility requirements



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Hiring is done without regard to race, color, religion, national origin, sex, age or disability. For assistance with this recruitment, please contact an ISP Recruiter at jobs@isp.idaho.gov or 208-884-7018.

ISP's procedure states that visible tattoos on the head, neck, or hands are prohibited and must either be removed or covered by an acceptable means that does not deter from the professional image.

Idaho State Police Drug Policy

Idaho State Police does not consider for employment, nor accept as a volunteer, any person who has:

- Used or possessed within the 5 year period immediately preceding application for ISP employment: LSD, PCP, heroin, methamphetamine, cocaine, or designer drugs (e.g. ecstasy, synthetic cathinones, their chemical derivatives and synthetic equivalents, etc.); if use was prior to 5 years preceding application for employment, the following factors will be considered:
 - (1) the frequency of the behavior;
 - (2) the quantity of drugs involved; and
 - (3) the type of drug;
- Used or possessed within the 3 year period immediately preceding application of ISP employment: marijuana, inhalants (huffing), anabolic steroids, hallucinogens (psilocybin mushrooms), or synthetic cannabinoids (e.g. spice, K2, etc.);
- On any occasion illegally manufactured or delivered a controlled substance; Used any illegal drug while employed in any law enforcement or prosecutorial agency;
- Been found guilty by a court or jury of driving under the influence of intoxicants within the 5 year period preceding application for ISP employment;
- Abused prescription drugs (case by case analysis).

Other involvement with illegal drugs may be a disqualifier. The Colonel of the Idaho State Police has the authority to make all final hiring decisions.