



STATE OF IDAHO
invites applications for the position of:

ISP Forensic Scientist 3 - DNA Technical Lead

SALARY: \$30.10 - \$42.98 Hourly

DEPARTMENT: Idaho State Police

OPENING DATE: 10/03/19

CLOSING DATE: Continuous

DESCRIPTION:

The Forensic Scientist 3 (FS3) DNA technical lead is an experienced scientist who serves as the DNA technical lead with ISP Forensic Services. This position manages and directs the technical aspects of the forensic biology, DNA casework and DNA database units. An experienced scientist who meets the minimum qualifications and *qualifying work experience of the FS3 DNA technical lead must successfully complete a six-month probationary period of 1,040 hours.

You must also submit your college transcripts to the Idaho State Police for verification by attaching them to your application. Applications without supporting transcripts will not be accepted and deemed incomplete. "Official" transcripts are not required at this time.

All Idaho State Police Forensic Laboratories are accredited by A2LA and to the ISO 17025:2005 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](#) and [ISP Grooming and Appearance Standards](#).

EXAMPLE OF DUTIES:

- Provide scientific and technical expertise in the area of genetics, forensic biology, and DNA analysis
- Coordinate with the section supervisors to plan, organize, staff, and direct the state forensic biology programs and operations
- Serve as a liaison between ISP and other federal, state, and local laboratories
- Direct or perform research and validation studies to investigate and implement new methodologies
- Coordinate with the CODIS state administrator to ensure compliance with and update Idaho DNA Database Act of 1996
- Provide expert testimony with regard to complex DNA analysis, genetics, and relevant population statistics
- Assist manager of forensic services in implementing ISP strategic plan
- Assist in the development of legislative proposals, budgetary, and staffing decision units
- Review, monitor program, and work with the Laboratory Quality Manager to ensure quality system compliance
- Develop strategies for improved performance
- Address policy, operational and procedural questions, and provide technical expertise
- Provide and oversee internal training
- Coordinate with section supervisors on hiring decisions and delegation of duties
- Coordinate with section supervisors to meet staffing, budgetary, and performance goals
- Serve as technical lead for forensic biology, DNA casework and DNA database programs
- Coordinate with the grant manager to develop DNA grant proposals; track and report performance measures

MINIMUM QUALIFICATIONS:

Below are minimum qualifications for the specialty position of a Forensic Scientist 3 DNA technical lead:

- A masters degree (or above) in biology, chemistry, or a closely related field
 - Successful completion of a minimum of seventeen (17) semester (or 26 quarter) units of chemistry or biology related college level coursework. At least three (3) of the required credit hours listed below must be at the graduate level.
 - One course in biochemistry (3 semester units)
 - One course in genetics (3 semester units)
 - One course in molecular biology (3 semester units)
 - One course in statistics or population genetics (3 semester units)
- At least three years of *qualifying work experience as an independent forensic DNA casework analyst in an accredited laboratory supported by appropriate training.

When performing DNA analysis, serving as technical lead, and where applicable, analysts shall meet the educational requirements of the *Quality Assurance Standards for Forensic DNA Testing Laboratories and/or Quality Assurance Standards for DNA Databasing Laboratories*.

*Qualifying work experience includes a minimum of three years: working independently as a qualified and proficiency tested DNA analyst, planning, managing, and prioritizing caseloads, successfully engaging in independent research, evaluation, and validation activities; performing and documenting a range of examinations regarding human-DNA analysis of forensic biological samples, including difficult samples and complex mixture interpretation; providing training and consultation services to professional criminal justice and scientific audiences; and testifying as an expert regarding forensic DNA examinations.

Desirable Qualifications which will Provide Extra Credit:

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

- B.S in biological science
- Graduate degree in biological science
- Experience as a technical lead in an accredited human forensic DNA laboratory
- Knowledge of management and supervisory practices
- Certification with the American Board of Criminalistics
- Fellow with the American Board of Criminalistics in the area of Molecular Biology
- 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
- Experience performing Y-STR analysis
- Member of related professional organization(s)

SUPPLEMENTAL INFORMATION:

Note: ISPFS analyst and management applicant's baccalaureate, masters or doctoral degree must be in a physical or biological science from an accredited U.S. or Canadian institution. Degrees for Biology/DNA applicants must be in biology, chemistry or a closely related science. 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.

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., Los Angeles, CA; or world Education Services, Inc., New York, NY. Reports must be sent directly to ISP Human Resources by the evaluating organization.

NOTE: The successful candidate must have completed, or will need to complete, the FBI-sponsored auditor training within one year of appointment. The successful candidate is required to obtain certification as a Molecular Biology Fellow by the American Board of

Criminalistics within one (1) year of assuming technical lead responsibilities (if not currently certified).

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.



If you have questions,
please contact us at:

Email:
jobs@isp.idaho.gov
Phone:
(208) 884-7018



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idhr@dhr.idaho.gov

ISP Forensic Scientist 3 - DNA Technical Lead Supplemental Questionnaire

- * 1. Do you possess a masters degree (or above) in biology, chemistry, or a closely related field? (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. List the title and degree field of all your scientific degrees and date awarded.
- * 3. List the name of the regionally accredited college or university from which you were awarded your highest scientific degree.
- * 4. Provide the name of the accredited forensic laboratory or laboratories (and the applicable date ranges) where you gained three years of *qualifying work experience as an independent forensic DNA casework analyst. *Qualifying work experience for the DNA Forensic Scientist 3 DNA technical lead includes a minimum of three (3) years working independently as a qualified and proficiency tested DNA analyst, planning, managing, and prioritizing caseloads, successfully engaging in independent research, evaluation, and validation activities; performing and documenting a range of examinations regarding human-DNA analysis of forensic biological samples, including difficult samples and complex mixture interpretation; providing training and consultation services to professional criminal justice and scientific audiences; and testifying as an expert regarding forensic DNA examinations. You must list all relevant information to receive a passing score.
- * 5. Provide the name and course number from your transcripts for the course or courses that meet the requirement for a minimum of seventeen (17) semester (or 26 quarter) units of chemistry or biology related college level coursework (i.e. Chemistry 105--General Chemistry--4 Semester Units). At least three (3) of the required credit hours listed below must be at the graduate level. Coursework must include:
 - o One course in biochemistry (3 semester units)
 - o One course in genetics (3 semester units)
 - o One course in molecular biology (3 semester units)
 - o One course in statistics or population genetics (3 semester units)You must specify courses to receive a passing score. If your courses are not titled biochemistry, genetics, molecular biology, and statistics or population genetics, cut and paste a copy of the official course descriptions or submit a letter from the professor describing the core component (subject to verification).
- * 6. EXTRA CREDIT: Do you have a B.S. or Graduate degree in Biological Science? This is not a minimum requirement but may increase your score. Please check all that apply.
 - No
 - B.S. in Biological Science
 - Graduate Degree in Biological Science
- * 7. EXTRA CREDIT: Please list any professional forensic science organizations you belong to. This is not a minimum requirement but having membership(s) may increase your score.
- * 8. EXTRA CREDIT: You may receive extra credit for certification with the American Board of

Criminalistics. This is not required, but may increase your score.

- No
- ABC Diplomate
- ABC General Fellow
- ABC Molecular Biology Fellow

- * 9. EXTRA CREDIT: Please describe any experience you may have performing audits under the FBI's DNA quality assurance standards and/or ISO 17025 standards as this may increase your score. If you have this experience, please list the number and types of assessments.

- * 10. EXTRA CREDIT: You may receive extra credit for experience using automation as it applies to the analysis of DNA samples in a forensic laboratory. If you have this experience, please list the types of instrumentation used.

- * 11. EXTRA CREDIT: You may receive extra credit for experience using CODIS as an analyst or administrator and knowledge of the NDIS operational procedures as applied to DNA eligibility requirements. If you have this experience, please select the applicable answer below.
 - None
 - CODIS User
 - CODIS Alternate Administrator
 - CODIS Administrator

- * 12. EXTRA CREDIT: You may receive extra credit for experience in an accredited forensic DNA database section as an analyst or supervisor. If you have this experience, please list your role and appropriate dates.

- * 13. EXTRA CREDIT: Please detail any training and/or experience performing Y-STR analysis including the name of the chemistry (ies) used and dates of training.

- * 14. EXTRA CREDIT: Please detail any training and/or experience using probabilistic genotyping software including the name of the software program(s) used and dates of training.

- * Required Question