



STATE OF IDAHO  
invites applications for the position of:

## ISP Forensic Scientist 2 - Biology/DNA Casework

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**SALARY:** \$27.91 - \$39.93 Hourly  
\$58,052.80 - \$83,054.40 Annually

**DEPARTMENT:** Idaho State Police

**OPENING DATE:** 07/07/21

**CLOSING DATE:** 07/28/21 11:59 PM

**DESCRIPTION:**



This announcement is being used to fill a Biology/DNA Casework Forensic Scientist 2 (FS2) position. Candidates from this recruitment may be used to fill current and future openings. The Forensic Scientist 2 (FS2) is an experienced scientist level position with ISP Forensic Services. An experienced scientist who meets the minimum qualifications and \*qualifying work experience of the FS2 must successfully complete a qualifying examination 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 Biology/DNA Casework 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.**

**EXAMPLE 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

### **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 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 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)
- 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

### **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

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

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

- B.S or Graduate degree in biological science
- 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

## **SUPPLEMENTAL INFORMATION:**

**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](mailto: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.

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

Position #7/21 09647 PCN 4046  
 ISP FORENSIC SCIENTIST 2 - BIOLOGY/DNA  
 CASEWORK  
 MG

304 North 8th Street  
 Boise, ID 83720

[idhr@dhr.idaho.gov](mailto:idhr@dhr.idaho.gov)

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**ISP Forensic Scientist 2 - Biology/DNA Casework Supplemental Questionnaire**

- \* 1. Forensic Scientist 2 DNA 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 unofficial 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: 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 2 DNA 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
- \* 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 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
- \* 6. Forensic Scientist 2 DNA I have gained at least two (2) years of \*qualifying work experience in Biology/DNA 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
- Yes  
 No
- \* 7. Forensic Scientist 2 DNA Describe how you have gained at least two years of \*qualifying work experience in Biology/DNA Discipline. 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

- \* 8. Forensic Scientist: I certify that the answers I provided are accurate and supported by my official transcripts and other necessary documentation.
  - Yes
  - No
- \* 9. 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
- \* 10. EXTRA CREDIT Do you have a certification with the American Board of Criminalistics?
  - ABC Molecular Biology Fellow
  - ABC General Fellow
  - ABC Diplomate
  - No certification
- \* 11. 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 organizations.
  - None
- \* 12. 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
- \* 13. EXTRA CREDIT Do you have experience using automation as it applies to the analysis of DNA samples in a forensic laboratory?
  - Yes
  - No
- \* 14. 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
- \* 15. 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