



**STATE OF IDAHO**  
invites applications for the position of:

## **ISP Forensic Scientist 2**

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| <b>SALARY:</b>       | \$27.91 - \$39.93 Hourly<br>\$58,052.80 - \$83,054.40 Annually |
| <b>DEPARTMENT:</b>   | Idaho State Police   |
| <b>OPENING DATE:</b> | 08/19/21   |
| <b>CLOSING DATE:</b> | 09/01/21 11:59 PM  |
| <b>DESCRIPTION:</b>  |  |



This announcement is being used to fill a Firearms and Tool Mark Forensic Scientist 2 (FS2) position in Coeur d'Alene, Idaho. Candidate recruitment may be used to fill current and future openings. FS2 is an experienced scientist level position with ISP Forensic Services. The successful candidate must be an experienced scientist who meets the minimum qualifications and \*qualifying work experience of the FS2 must successfully complete examination and a six-month probationary period of 1,040 hours. Pay will be adjusted accordingly at the time the incumbent is hired.

Additionally this position may train in one of the following disciplines (depending on laboratory workload) Chemistry, Toxicology, and Breath Alcohol. Once a discipline is selected, the candidate may be required to perform independent casework in another discipline and require obtaining and maintaining the required certification for that discipline.

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

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

**PLEASE NOTE: The successful applicant will be required to complete a background investigation and polygraph examination. This 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. If approved for crime scene or clandestine 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 specialty
- 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, and general public as assigned

#### **Administrative Duties**

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

#### **Firearms/Tool Mark**

- Performs firearms operability, distance determination, and comparison analysis

- Performs technical verification of the work of other firearms/tool mark examiners
- Authors reports on firearms and tool mark analyses
- Performs technical review of firearms and tool mark reports
- Testifies in court about firearms and tool mark analysis

## MINIMUM QUALIFICATIONS:

### Education:

A Forensic Scientist 2 must hold a baccalaureate, masters, or doctoral degree in a physical or biological science from an accredited or other "foreign institution

- Acceptable institutions are those accredited by or those which have pertinent educational programs accredited by commissions recognized by the U.S. Office of Education
  - \*Applicants with education obtained at a foreign institution must, at their expense, have credentials evaluated by Ed 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
- 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 must be provided to ISP. Completion of a course means a college or university defined passing grade
- Must have successfully completed a minimum of seventeen (17) semester (or 26 quarter) units of college level chemistry. Chemistry coursework must include laboratory and cover general chemistry, organic chemistry and quantitative/instrumental chemistry (coursework hours as required/stipulated by the current ISPF Quality Manual)

### Experience:

- Must have a minimum of two (2) years qualifying work experience performing forensic firearms and/or tool mark casework. Experience includes:
  - Working independently, planning, managing, and prioritizing caseloads or individual characteristic database sample
  - 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
- Will be required to obtain certification by the Association of Firearm and Tool Mark Examiners within three (3) years of being promoted to a Forensic Scientist 2 position

### Desirable Qualifications which will Provide Extra Credit:

The following are not requirements for the Firearms and Tool mark position. However, if you do have qualifications/experience include that information in your resume:

- Graduate degree in physical or biological science
- Certification with the Association of Firearms and Tool Mark Examiners or with the American Board of Criminalistics
- Member of related professional forensic science organization(s)
- Experience performing audits under the ISO 17025 standards
- Experience using NIBIN in one or more of the following functions: acquisitions, correlations, or being an approved trainer
- Training or journey level experience in one or more of the following disciplines: controlled substance analysis, toxicology, and breath alcohol calibration

## SUPPLEMENTAL INFORMATION:

ISP has a salary plan called Project CHOICE (Creating Hope, Opportunity, and Incentive for Career Employment) designed to recruit and retain. The Project CHOICE plan distributes pay increases to employees for the attainment of certificates of achievements relevant to their job class and the ISP mission. The purpose of Project CHOICE is to attract potential applicants to retain the workforce already in place, and reward employees who take on additional duties or tasks, and who work to better themselves and professional settings.

Forensic scientists and lab management personnel earn CHOICE pay increases for a variety of discipline specific achievements 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
- Serve as an ISO 17025 or ISO 17020 Assessor - \$.30/hour
- Clan Lab/Crime Scene - \$.45/hour
- CODIS Administrator - \$.30/hour
- Deputy Quality Manager - \$.30/hour
- Lab Safety Officer - \$.30/hour
- Proficiency Test in two Disciplines - \$.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
  - American Board of Forensic Toxicology (ABFT) or equivalent
  - Association of Firearm & Tool Mark Examiners (AFTE) Firearms Examiner or equivalent
  - International Association for Identification (IAI) Footwear Examiner
  - IAI Latent Fingerprint Analyst
- If ABC Diplomate and ABC Fellow in a Specialty Certifications are obtained by completing the combined examination, two

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 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>

Position #09/21 10042 PCN 1565  
 ISP FORENSIC SCIENTIST 2  
 MG

304 North 8th Street  
 Boise, ID 83720

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

### ISP Forensic Scientist 2 Supplemental Questionnaire

- \* 1. Forensic Scientist I have baccalaureate, masters, or doctoral degree in a physical or biological science from a accredited U.S., Canadian, or other \*foreign 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. A copy of my official transcript (in English) is attached to this application.  
☐ 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 an accredited U.S, Canadian, or other \*foreign 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 (17) semester (or 26 quarter) units of college level chemistry coursework. Chemistry coursework must include laboratory and cover general chemistry, organic chemistry, and quantitative/instrumental analysis (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 seventeen (17) semester (or 26 quarter) units of college level chemistry course work. Chemistry coursework must include laboratory and cover general chemistry, organic chemistry, and quantitative/instrumental analysis (coursework hours as required/stipulated by the current ISPFS Quality Manual) NOTE: You must attach a copy of your official transcript (in English) to this application by the closing date.
- \* 5. Forensic Scientist 2 I have two (2) years of qualifying work experience as an independent forensic analyst performing forensic firearms and/or tool mark casework in an accredited forensic laboratory. \*Qualifying work experience includes: working independently, planning, managing, and prioritizing caseloads, successfully engaging in independent research, evaluation, and validation activities; performing and documenting a range of examinations regarding analysis of forensic samples, providing training and consultation services to professional criminal justice and scientific audiences; and testifying as an expert regarding forensic examinations, as applicable.
- ☐ Yes  
☐ No
- \* 6. Forensic Scientist 2 Firearms and Tool Mark: Describe how you have gained at least two years of \*qualifying work experience performing firearms and tool mark 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.
- \* 7. EXTRA CREDIT I have a graduate degree in a physical or biological science. This information must be included in your resume and your transcript attached to this application.
- ☐ Yes  
☐ No
- \* 8. EXTRA CREDIT I am currently certified with the Association of Firearms and Tool Mark Examiners or with the American Board of Criminalistics.
- ☐ Yes, I am certified with one of these organizations.  
☐ Yes I am certified with both of these organizations.  
☐ No, I am not certified.
- \* 9. 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
- \* 10. EXTRA CREDIT I have experience performing audits under ISO 17025 standards. My resume includes detailed information to substantiate this experience.
- ☐ Yes  
☐ No
- \* 11. EXTRA CREDIT I have experience using NIBIN in one or more of the following functions: acquisitions, correlations, or approved trainer. My attached resume includes detailed information that substantiates this experience.
- ☐ Yes  
☐ No
- \* 12. EXTRA CREDIT I have training or journey level experience in one or more of the following disciplines: controlled substance analysis, toxicology, alcohol, fire debris, or breath alcohol calibration. My attached resume includes detailed information that substantiates this experience.
- ☐ Yes  
☐ No
- \* Required Question