



# Idaho State Police

Service Since 1939



Colonel Kedrick Wills  
Director

Brad Little  
Governor

## Firearms / Tool Mark - ISP Forensic Scientist 1

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

**Rate of pay:** \$23.66 to \$30.97 per hour. This position does not provide benefits.

**Location:** Coeur d'Alene

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

A Forensic Scientist 1 position is an entry level position and is an approved under-fill for the Forensic Scientist 2 classification. Upon completion of the specified specialized discipline training program, approval to perform independent analysis and two (2) years of experience, incumbents may be certified as a Forensic Scientist 2. Incumbents are expected to meet requirements and successfully undergo routine proficiency testing and certification specific to their discipline. Incumbents routinely handle toxic/carcinogenic chemicals and biological hazards. Circumstances may require physical exertion and the ability to lift heavy objects. They must pass a rigorous physical examination in order to participate in clandestine laboratory investigations. This may include periodic biological and medical testing.

This is a grant funded position through the Bureau of Justice Assistance (BJA). This grant funding is anticipated for one year. If a state funded position becomes allocated, candidates will need to apply and compete through the State of Idaho recruitment process.

**Note:** Preference will be given to experienced forensic scientists who meet the minimum qualifications and qualifying work experience of the Firearms / Tool Mark FS2. **A candidate meeting at the higher level could be certified to a FS2 position upon completion of a qualifying examination and approved by ISP.**

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

- 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 or 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



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## 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

## 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:

- 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 MQ specialties section must be provided to ISPFSS. Successful completion of a course means a college or university defined passing grade

## MQ SPECIALTIES:

### Firearms/Tool Mark:

- Must 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 ISPFSS Quality Manual)



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**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](mailto:jobs@isp.idaho.gov) with the subject line of: *FSI Firearms / Tool Mark*. 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:

- Experience working as a scientist in a professional laboratory environment, preferably a forensic laboratory, or experience performing independent study/research activities.
- Work study or internship experience in a forensic laboratory.
- Certification with the ABC, ABFT, AFTE or IAI.
- Bachelor of Science or an advanced degree in chemistry.

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](mailto: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.



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## 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.