



**Forensic Scientist or Trainee  
Firearms & Toolmarks Section  
Position: CF346 & CF828  
Forensic Scientist Salary: \$56,416 - \$99,097  
Forensic Scientist Trainee Salary: \$47,630  
Location: Norfolk, VA**

**This vacancy posting may fill two (2) positions at the Eastern Laboratory located in Norfolk, VA.**

**College graduates or students graduating in May 2024 are encouraged to apply. See Trainee section below for details.**

The Virginia Department of Forensic Science (DFS) is seeking a qualified candidate to perform Firearm and Toolmark examinations at the Eastern Regional Laboratory, located in Norfolk, Virginia. The department will be filling two positions from this posting.

This Forensic Scientist position examines, compares, and evaluates firearms, ammunition components, clothing, tools and objects bearing toolmarks. Responsibilities include the documentation of evidence, interpreting results, preparing reports of findings for use by the Criminal Justice System, preparing court exhibits and testifying in court as an expert witness. Occasional overnight travel is required, and employee will provide their own transportation as required.

To be considered qualified, candidates must be eligible to apply for the Association of Firearm and Tool Mark Examiners (AFTE) membership, have completed a documented training program and demonstrate competency in Firearm and Toolmark comparison analysis.

The documented training program and demonstration of competency can consist of relevant academic coursework, internal or external training courses, and competency tests, but must meet the Virginia Department of Forensic Science's training requirements for the candidate to be considered qualified. Records documenting the successfully completed coursework, training and testing will be requested.

**Minimum Qualifications:**

- Bachelor's degree from an accredited four-year college/university
- Successful completion of a documented training program from an ISO/IEC 17025 accredited private, local, state, or federal forensic science laboratory and demonstration of competency in the examination of firearms, ammunition components, serial number restorations, clothing examination for distance determination, tools and objects bearing toolmarks
- Knowledge, skills, and ability to testify in court through experience and/or training
- Ability to work independently, set priorities, maintain accurate records, analyze and interpret data, manage multiple tasks efficiently, establish work priorities, and develop sound conclusions from analyses
- Possess good oral and written communication skills
- Valid driver's license and/or other means of reliable transportation

**Additional Considerations:**

- Experience using the National Integrated Ballistic Information Network (NIBIN)
- Certification by The Association of Firearm and Tool Mark Examiners (AFTE)
- Experience working in an accredited forensic science laboratory and/or familiarity with ISO/IEC 17025:2017 and ANAB accreditation criteria
- Experience as an expert witness providing courtroom testimony and preparing and presenting exhibits of evidence, both verbally and in writing in a clear and concise manner
- Experience in providing forensic related teaching/training

**Trainee:**

If a fully qualified Forensic Scientist candidate does not meet all the required qualifications, a Forensic Scientist Trainee position may be offered to the most suitable candidate with a salary of \$47,630. The selected candidate will be expected to successfully complete a Firearms and Toolmarks training program performing comprehensive scientific analyses on evidence related to firearms and toolmarks. Upon successful completion of the Firearms and Toolmarks training program, the trainee's salary will be established within the salary range for a qualified Forensic Scientist. The training will last approximately 24 months, dependent upon the qualifications of the selected candidate. The Trainee must meet the degree requirements stated in the minimum qualifications.

A successful Forensic Scientist Trainee will have competencies that include attention to detail, critical thinking, analytical and deductive reasoning, problem solving, observation, and time management skills.

**Trainee Minimum Qualifications:**

- Bachelor's degree from an accredited four-year college/university
- Ability to maintain accurate records, analyze and interpret data, manage multiple tasks efficiently, establish work priorities, and develop sound conclusions from analyses
- Possess good oral and written communication skills
- Valid driver's license and/or have other means of reliable transportation

**Trainee Additional Considerations:**

- Experience in an ISO/IEC 17025 accredited private, local, state, or federal forensic science laboratory (working and/or internship)
- Experience in the comparative forensic sciences (i.e., Latent Prints, Impressions, Firearms, etc.)
- Experience using a comparison microscope
- Experience shooting firearms
- Experience in the assembly and disassembly of firearms

**Probationary Period:**

If you are a current Commonwealth of Virginia employee, this position requires a new probationary period be served. A probationary period of 12 or 24 months will be required depending on the selected candidate's qualification level.

**Background Investigation:**

Selected candidate(s) must successfully pass a background investigation to include a fingerprint-based criminal history check. Selected candidate(s) must provide a DNA sample via a buccal swab (saliva sample) and successfully pass a drug test. Reference checks will be conducted to include contact with current/previous supervisors.

**Employment Eligibility Verification:**

DFS will record information from each new employee's Form I-9 (Employment Eligibility Verification) into the Federal E-Verify system to confirm identity and work authorization.

Applicants must apply electronically using the Commonwealth of Virginia's new Recruitment Management System (PageUp) to include all college transcripts (if you have multiple transcripts upload together as one document.) by February 11, 2024. PageUp can be accessed using the link: [jobs.virginia.gov](https://jobs.virginia.gov). Contact Alanna Meekins at (804) 588-4010 for assistance.

**AN EQUAL OPPORTUNITY EMPLOYER**

Posted 01/11/2024

