STATE OF COLORADO invites applications for the position of:

**FAA01186 - State Toxicologist**

A residency waiver has been granted for this announcement. Applications will be considered from residents and non-residents of Colorado.

**CLASS TITLE:** PHY SCI RES/SCIENTIST IV

**LOCATION:** Denver Metro, Colorado

**PRIMARY PHYSICAL WORK ADDRESS:** Colorado Department of Public Health and Environment, Laboratory Services Division, 8100 Lowry Boulevard, Denver, CO 80230

**SALARY:** $5,960.00 - $8,815.00 Monthly

**FLSA STATUS:** Exempt; position is not eligible for overtime compensation.

**OPENING DATE:** 07/12/13

**CLOSING DATE:** 07/30/13 11:59 PM

**JOB TYPE:** Full Time

**DEPARTMENT INFORMATION:**

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This announcement will remain open until July 30, 2013 or until we have identified an adequate applicant pool. As such, applicants are encouraged to submit applications early.

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Colorado Department of Public Health and Environment

http://agency.governmentjobs.com/colorado/job_bulletin.cfm?JobID=686011
If your goal is to build a career that makes a difference, consider joining the dedicated people of the [Colorado Department of Public Health and Environment](http://agency.governmentjobs.com/colorado/job_bulletin.cfm?JobID=686011). Our professionals strive to make Colorado the world’s healthiest place to live. Our non-smoking campus offers free parking and is conveniently located near RTD bus lines, the Cherry Creek Shopping Center and the Cherry Creek bike path. In addition to a great location and rewarding, meaningful work, we offer:

- Employee wellness programs and facilities
- Bike to work programs, including access to storage lockers and bike racks
- Distinctive career advancement opportunities throughout the State system
- Strong, yet flexible retirement benefits including a choice of the PERA Defined Benefit Plan or the PERA Defined Contribution Plan, plus optional 401K and 457 plans
- [Medical and dental health plans](http://agency.governmentjobs.com/colorado/job_bulletin.cfm?JobID=686011)
- Paid life insurance
- Short- and long-term disability coverage
- 10 paid holidays per year plus generous personal time off
- Mentoring program with opportunities for mentors and mentees
- Tuition assistance, and
- Excellent work-life programs, such as flexible schedules, extensive training opportunities and more

CDPHE has a strong commitment to diversity and cultural competence. We welcome responses from people of diverse backgrounds and abilities. Customer service is a key component for every position in state government as is the focus on ideas and ways to redesign the delivery of services in making state government more:

- Effective. Measure every aspect of government to be sure it's doing what it’s supposed to do and to look at outcomes to judge whether our programs are successful.
- Efficient. Deliver services in ways that are timely and effective including identifying waste and duplication and measure for efficiency.
- Elegant. Deliver state services in a way that elevates both the state employee and the person receiving state services.

Make a Real Difference...

Do you have a passion and drive to apply your talent to make a better Colorado? Are you looking for a career that provides you with opportunities to improve the world around you? The Colorado Department of Public Health and Environment (CDPHE) is seeking individuals to apply for a terrific position that makes a direct impact on improving the lives of Colorado citizens. Our mission is to protect and improve the health of Colorado’s people and the quality of its environment.

Our vision is that Colorado will be the healthiest state with the highest quality environment. The department will continue to work closely with our local public health and environmental health partners to make Colorado the healthiest place to live, and a place that offers its residents and visitors the highest quality environment. The department will serve as the recognized leader that sets the agenda for public health and environmental quality in the state. The Colorado Department of Public Health and Environment will be a model of efficiency in governmental processes by using creative and innovative means to achieve desired health and environmental improvements. The department is the place to work to make a difference in public health and environmental quality.

**DESCRIPTION OF JOB:**
**THE WORK UNIT:***

The Toxicology Unit provides accurate and reliable results to law enforcement, district attorneys, and private defense attorneys for defendants who have been charged with driving under the influence of drugs and alcohol. The biological specimens are screened and confirmed in order to
be acceptable in a court of law. In addition, samples which are part of sexual assaults and homicide prosecutions are analyzed and the data is compiled and reported to the appropriate parties involved in those cases. This position will be responsible for testifying in Colorado courts of law with regard to the results generated through their analytical testing.

POSITION DESCRIPTION:
This position, under the direct supervision of the Director of the Laboratory Services Division, manages the daily activities of the Forensic Toxicology Laboratory and will supervise staff performing urine drug, blood drug, and blood alcohol testing for the detection of drugs and alcohol in blood and urine. Duties include supervision of permanent employees, budget management, testing quality oversight, biosafety, purchasing, report review, method development and validation, data management, testifying in court upon request, and technical consultation. This position also participates in Divisional, Departmental, and other Toxicology committees and initiatives.

MINIMUM QUALIFICATIONS, SUBSTITUTIONS AND CONDITIONS OF EMPLOYMENT:
Graduation from an accredited college or university with a bachelor's degree in medicinal chemistry, analytical chemistry, or forensic toxicology and five (5) years of experience in a laboratory setting performing medicinal chemistry, analytical chemistry, or forensic toxicology testing. The experience must have included supervising laboratory personnel as well experience with training laboratory personnel and developing and implementing laboratory procedures and processes related to medicinal chemistry, analytical chemistry, or forensic toxicology. Please make sure your application addresses the procedures and instrumentation for which you have experience. The successful candidate will have:

- Knowledge of generally accepted laboratory QA/QC procedures and processes.
- Excellent management and supervisory skills.
- Ability to strategize, organize and plan.
- Excellent interpersonal and oral communication skills.
- Excellent written communication skills.

PREFERRED QUALIFICATIONS:
This position will be required to testify in a court of law defending scientific processes and results. Former experience providing testimony in a court room setting is preferred, as well as:

- An advanced degree in medicinal chemistry, analytical chemistry, or forensic toxicology.
- Able to obtain Diplomat of American Board of Forensic Toxicologists (DABFT) certification within 2 years of hire.

SUBSTITUTION: An advanced degree in medicinal chemistry, analytical chemistry, or forensic toxicology may substitute for one year of the general experience. A combination of work experience in the occupational field or specialized subject area of the work assigned to the job, which provided the same kind, amount and level of knowledge acquired in the required education, may be substituted on a year-for-year basis for the bachelor’s degree.

ESSENTIAL KNOWLEDGE, SKILLS, AND ABILITIES, AND OTHER ATTRIBUTES (KSA’s):

- Knowledge and ability to perform data analysis and hypothesis testing through the use of statistical evaluations
- Knowledge and ability to write technical reports and make presentations of scientific findings and network assessments
- Knowledge and ability to apply logic and common-sense in solving problems and dealing with a variety of variables where limited standardization exists
- Knowledge and ability to analyze and compile data into a clear, concise reports
- Superior verbal and written communication skills and effective listening skills
- Strong organization and/or project management skills with keen attention to detail
- Self-motivated
- Ability to multi-task, embrace ambiguity, understand organizational dynamics, recognize
trends and identify systematic approaches to solving problems
  
  · Ability to establish and maintain effective working relationships with all colleagues, vendors and stakeholders
  
  · Ability to work well independently as well as in/with a team

**DESIРABLE WORK VALUES:**

  · Strong Work Ethic
  
  · Dependability and Responsibility
  
  · Possessing a Positive Attitude
  
  · Adaptability
  
  · Honesty
  
  · Integrity and
  
  · Accountability

**SUPPLEMENTAL INFORMATION:**

**HOW TO APPLY:** Thank you for your interest. Submit a State of Colorado Application for Announced Vacancy and answer all supplemental questions according to the instructions provided. Be certain to attach any and all necessary documentation (transcripts, DD214, cover letter, licenses, certifications, etc.) to your application. Failure to submit a complete and timely application may result in the rejection of your application or may result in not being considered for advancement in the selection process.

**Transcripts:**

Provide a copy of transcripts at the time of application by scanning and uploading as a PDF to the appropriate area in the application. Transcripts will be required of the successful candidate appointed to the position and will be verified through the College or University prior to appointment.

**Veteran’s Preference:**

If you are an honorably separated veteran with qualifying service and wish to have the veteran’s preference points applied in the selection process for this position, you must attach a legible copy of your DD214 to your application. If you are a qualifying spouse, widow/widower or mother of a veteran and are therefore eligible for veteran’s preference points, you must also attach proof of eligibility to your application before points will be allowed. The time when veteran’s preference points are assigned may be following the close of the announcement and an eligible applicant pool for interviews may be determined shortly thereafter. As such, applicants who are veterans with qualifying service or who qualify for veteran’s preference points are strongly encouraged to submit the scanned DD214 and/or appropriate official documentation when completing the State of Colorado Application. Failure to supply documentation at the time of application may result in the veteran’s preference points not being applied. Veteran’s preference points are not allowed for current State of Colorado employees who are applying for promotions. For additional information about veterans and employment with the State of Colorado, please visit [website](http://www.colorado.gov/cs/Satellite/DPA-DHR/DHR/1232982639587)

**Application Checklist:**

1) A complete State of Colorado Application for Announced Vacancy (online preferred)
2) A complete Supplemental Questionnaire
3) Unless applying under "Substitutions," a legible scanned copy of your official or unofficial college transcript(s) showing your degree has been conferred (if applicable). If your degree or course work is from a non-U.S. accredited college or university, a NACES credential evaluation report showing degree or course equivalency must be submitted with your application.
4) If a qualifying veteran, a legible scanned copy of your DD214. If you are otherwise eligible for veteran’s preference points, attach official corresponding documentation.

In addition to your application, please submit a cover letter, not to exceed two typewritten
pages, double-spaced. Part of, or all of, the comparative analysis for this position may involve a review of the information you submit in your application and cover letter. Therefore, **it is paramount that in the experience portion of your application and in your cover letter, you describe the extent that you possess the education, experience, preferred qualifications, and competencies outlined in the job announcement as well as the special and/or preferred qualifications.** Failure to include adequate information or follow instructions may affect your score and prevent you from competing in subsequent measures used to arrive at a top group of applicants.

The Selection Process:
- All applicants will be notified by email of their status during the selection process.
- All applications will be reviewed against the Minimum Qualifications in this announcement.
- Depending on the size of the qualified applicant pool, a comparative analysis may be used to assess the degree to which the qualified applicants possess the preferred qualifications and essential competencies. Applications will be reviewed in comparison to all others in the applicant pool in order to identify a top group of up to 6 candidates who may be invited for a final interview.

Requirement: Transfers, voluntary demotions and reinstatements are required to apply and participate in the selection process.

ADDRESS CONFIDENTIALITY PROGRAM:

If you are covered by the Address Confidentiality Program, CRS 24-21-201 through 24-21-214, please notify the HR office or analyst listed on this announcement so that you are provided the appropriate time extension for notification provided by U.S. mail. The extension allowed under this program applies only to U.S. mail notifications. The extension allowed under this program applies only to U.S. mail notifications that include a deadline of 10 days or less.

**WE STRONGLY ENCOURAGE PROTECTED CLASSES TO APPLY.**

CDPHE IS A TOBACCO FREE CAMPUS

After successfully submitting an application, you should receive an immediate email acknowledging your submission. If you do not get the email, please check to ensure you have actually submitted the application and typed correctly your email address on the application.

Include a working email address on your application; one that is checked often as time sensitive correspondence will take place via email. You may receive email notifications from a Colorado Department of Public Health and Environment employee or from this email address: info@governmentjobs.com. It is your responsibility to ensure that your email will accept these notices and/or review your junk mail and spam filtered email. If you do not receive correspondence soon after the closing date, please contact the “Department Contact” listed in this announcement.

Laboratory Services Division


**HOW TO APPLY:** Thank you for your interest. Submit an on-line application by clicking the link below or submit a State of Colorado Application for Announced Vacancy and all supplemental questions according to the instructions provided below. Failure to submit a complete and timely application may result in the rejection of your application. Applicants are responsible for ensuring that application materials are received by the appropriate Human Resources office.
before the closing date and time listed above.

**IF NOT APPLYING ON-LINE, SUBMIT APPLICATION TO:**
Office of Human Resources, Colorado Department of Public Health and Environment, 4300 Cherry Creek Drive South, Denver, CO 80246

**DEPARTMENT CONTACT INFORMATION:**
Jim Davidson, 303-692-2062

**METHODS OF APPOINTMENT:** Appointment to the vacancy or vacancies represented by this announcement is expected to be from the eligible list created. However, at the discretion of the appointing authority, the position(s) may be filled by another method of appointment for a valid articulated business reason.

APPLICATIONS MAY BE FILED ONLINE AT:
http://www.colorado.gov/jobs

THE STATE OF COLORADO IS AN EQUAL OPPORTUNITY EMPLOYER.
**FAA01186 - State Toxicologist Supplemental Questionnaire**

1. Please describe how many years of supervisory experience you possess related to laboratory personnel, the number of employees supervised, the description of the positions that you supervised, and the most significant accomplishments of the work unit.

2. Please describe prior experience, if any, defending your scientific work. What was the nature of the challenge, what did you do to support your findings, what entity did you work for during that time, and who was challenging the work product? And finally, what was the outcome?

3. This position requires five (5) years of experience in a laboratory setting performing medicinal chemistry, analytical chemistry, or forensic toxicology testing. Please describe, in detail, your related experience, including how long you have performed those duties.

4. A pre-employment drug test and criminal background check will be conducted as part of the selection process. Felony convictions or conviction of crimes of moral turpitude or convictions of misdemeanors related to job duties may disqualify you from being considered for this position. Should your background check reveal any charges and convictions, it is your responsibility to provide the Colorado Department of Public Health and Environment Human Resources office with an official disposition of any charges. As a condition of employment, are you willing to submit to a pre-employment drug test and criminal background check if offered the position?
   - Yes   - No

5. This position requires the ability to travel independently throughout the state up to 30% of the time, including travel during inclement weather and occasional overnight stays. Are you willing and able to travel in order to meet the requirements of this position?
   - Yes   - No

6. As a condition of employment, a valid Colorado driver's license without restrictions must be obtained within 30 days of hire and maintained. Do you possess a valid driver's license, and do you agree to maintain a valid Colorado driver's license without restrictions as a condition of employment?
   - Yes   - No

7. On Call Status: Must be willing to be on-call in the event of an emergency (e.g. bio-terrorist attack, chemical attack, disease outbreak, or all hazards) and be required to report to work immediately at the regular or alternate location. During this time, travel restrictions may be in place. On Call Status: Must be willing to be on-call in the event the activation of the Continuity of Operations Plan (COOP) and be required to report to work immediately at the regular or alternate location. During this time, travel restrictions may be in place. As a condition of employment, the person in this position must be willing and able to be on-call in the event of an emergency, (e.g., bio-terrorist attack, chemical attack, disease outbreak or all hazards or Continuation Of Operations Plan activation) and be
willing and able to report to work immediately at the regular or alternate location. Do you agree to the condition of being on-call?

☐ Yes  ☐ No

* 8. Because of potential exposure to human blood and urine, the selected applicant will be offered Hepatitis B virus vaccination within 10 days of hire. Please acknowledge yes that you are aware of the exposure risk and vaccination available.

☐ Yes  ☐ No

* Required Question