ISP Forensic Scientist 4 - DNA
Idaho State Police

Open for Recruitment: September 17, 2014 - Open until further notice
Announcement # 07437093782
Salary Range: $31.46 - $39.33 per hour - Plus Competitive Benefits!

Location(s): Meridian

The successful applicant will be required to complete a background investigation and polygraph examination, which includes drug screening. Please see the Idaho State Police Drug Policy at the end of this announcement.

Idaho has an exceptional quality of life. Learn more about this great state at http://www.visitidaho.org/

All Idaho State Police Forensic Laboratories are accredited by ASCLD/LAB International and to the ISO 17025:2005 Standard. State Police Forensic Laboratories serve state, local, and federal law enforcement agencies; state and county prosecutors; and public defenders.

RESPONSIBILITIES:

- To manage and direct forensic biology, DNA casework, and DNA database functions for the state of Idaho
- Provide scientific and technical expertise in the area of genetics, forensic biology, and DNA analysis
- Plan, organize, staff, and direct the state forensic biology programs and operations
- Serve as a liaison between ISP and other federal, state, and local laboratories
- Direct or perform research and developmental validation studies to investigate and implement new methodologies
- Coordinate with the CODIS state administrator to ensure compliance with and update Idaho DNA Database Act of 1996
- Provide expert testimony with regard to complex DNA analysis, genetics, and relevant population statistics
- Assist manager of forensic services in implementing ISP strategic plan
- Develop legislative proposals, budgetary, and staffing decision units
- Review, monitor program, and work with the Laboratory Quality Manager to ensure quality system compliance
- Develop strategies for improved performance
- Address policy, operational and procedural questions, and provide technical expertise
- Provide and oversee internal training
- Hire, train, delegate duties, set priorities, evaluate staff performance
- Serve as technical leader for forensic biology programs
- Coordinate with the grant manager to develop DNA grant proposals; track and report performance measures

MINIMUM QUALIFICATIONS:

- Masters degree in biology, chemistry, or forensic science related area and successful completion of a minimum of four courses totaling at least 12 semester or equivalent credit hours of a combination of undergraduate and graduate course work covering the subject areas of biochemistry, genetics, molecular biology, and statistics or population genetics. At least three of the required 12 credit hours must be at the graduate level.
- Good knowledge of management and supervisory practices.
- At least three years of human-DNA experience as a qualified and proficiency tested DNA analyst in an accredited forensic laboratory testing and providing testimony on biological evidence to include difficult samples and complex mixture interpretation.
The Idaho State Police (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.

Some of these points include:
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 - $0.45/hour
Proficiency Test in two Disciplines - $0.30/hour
Clan Lab/Crime Scene - $0.30/hour
Serve as an ASCLD/LAB Inspector - $0.30/hour

Forensics Specialty Areas: $0.30/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 Analysis
- Association of Firearm & Tool Mark Examiners (AFTE) Firearms Examiner or equivalent
- American Board of Forensic Toxicology (ABFT) or equivalent
- IAI Footwear
- Lab Safety Officer - $0.30/hour
- Deputy Quality Manager - $0.30/hour

Ranking Items: The following are not minimum requirements for this position but experience in any of these areas may increase your score:
- Experience as a technical leader in an accredited human forensic DNA laboratory
- 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 and knowledge of the NDIS operation procedures as it applied to DNA eligibility requirements

Note: The successful candidate must have completed, or will need to complete, the FBI-sponsored auditor training within one year of appointment. The successful candidate will also be required to be certified with the American Board of Criminalistics or become certified within two years of appointment. Up to date training in law enforcement/forensic science field is also mandatory.

EXAMINATION: Review of education and experience. Your application materials will be reviewed and a rating assigned based on the answers you provide. Notification of your test results will be available online after the review process is complete.

You must also submit your college transcripts to the Idaho State Police for verification. Applications without supporting transcripts will not be accepted. Applications will be deemed incomplete for scoring and ranking purposes if the transcripts are not postmarked, faxed, or emailed by the application deadline. "Official" transcripts are not required at this time.

Email your transcripts to michelle.george@isp.idaho.gov, OR
Fax your transcripts to (208) 884-7087, OR
Mail your transcripts to the Idaho State Police, 700 S Stratford, Meridian, ID 83642, attn: Human Resources

TO APPLY: Click on the Apply Online button to the left and follow the instructions provided to complete the Application Checklist. When updating your online application information, you must select Idaho State Police under "Agencies," full-time under "Job Type/Shift" and Meridian under "Cities."

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 for 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.
OVERTIME NOTICE:
At the discretion of the appointing authority, compensatory time off may be provided in lieu of overtime cash compensation.

Hiring is done without regard to race, color, religion, national origin, sex, age or disability. In addition, preference may be given to veterans who qualify under state and federal laws and regulations. If you need special accommodations to satisfy testing requirements, please contact the Division of Human Resources.