



# NAMPA POLICE DEPARTMENT

## NOW HIRING

### FORENSIC EVIDENCE TECH

**JOB SUMMARY:** The Forensic Technician works under the supervision of the Criminalist and Forensic Supervisor. Primary responsibilities include performing routine laboratory analyses on physical evidence using acceptable scientific methods, interpreting analytical results, preparing written opinion reports, and may testify as an expert witness in a court of law.

#### JOB DUTIES

- Conduct complex laboratory analysis. Case work assigned is based on the training and experience level of individual. employees and may include but is not limited to analyses of evidence for 1) the presence of controlled substances, 2) detection of bodily fluids, 3) firearms and toolmark comparisons, 4) impression comparisons, and 5) digital forensic analysis.
- Assists law enforcement agencies in processing crime scenes.
- Documents and protects evidence according to laboratory procedures, ensuring that the chain of custody is maintained.
- Reports findings in the form of a written laboratory report based on the interpretation of observations and analytical test results.
- May testify as an expert witness in a court of law.
- Maintains laboratory equipment and instruments.
- Participates in proficiency and quality assurance testing to maintain expertise.
- Shooting Reconstruction / Trajectory documentation and analysis.
- Advanced evidence detection, documentation, and collection (use of ALS to locate biological substances, use of BlueStar for blood detection, collection of trace evidence using evidence vacuums and taping techniques).
- Presumptive testing (screening samples in the field for blood and semen).
- Processing in the field for fingerprints.
- Taking the lead role at crime scenes.
- Participating in the on-call rotation.
- Testifying in court on advanced topics.
- Evaluation of evidence and its role in the case to determine best procedures for testing.
- Preparation and submittal of evidence for specialized testing.
- Being a member of the Critical Incident Task Force.
- Participating in inter-agency committees on advanced crime scene topics.
- Teaching on topics related to their field.
- Performs evidence control and maintenance, including receiving and logging in evidence and property.

- Operates multiple computer databases.
- Inventorying supplies for evidence storage and processing.
- Securing evidence in specific storage rooms and maintaining accurate records for all evidence activities
- Participates in evidence collection at crime scenes when requested, including mailing, or transporting evidence to forensic laboratories.
- Assists with transporting evidence to destruction locations and handling hazardous evidence.
- Processes digital media and photographs, including providing related digital media and/or photographs to the City and County Prosecutor's Office.
- Performs a variety of report-taking duties, including releasing weapons to owners after running a criminal history check.
- Provides needed information and demonstrations concerning how to perform certain work tasks to new employees in the same or similar class of positions.
- Receives and provides clear, constructive feedback regarding work performance (to/from individuals or groups) and provides clarification, as necessary.
- Attends meetings, conferences, workshops, and training sessions and reviews publications and audiovisual materials to become and remain current on principles, practices, and new developments in assigned work areas.
- Assumes responsibility for other duties as required or assigned.

#### **Knowledge, Skills and Abilities Required:**

- Applicant must be able to pass Nampa Police Department background check.
- Strong oral and written communication skills.
- Knowledge of laboratory methods, processes, and procedures specific to crime scene and evidence analysis.
- Knowledge of various types of equipment essential to forensic photography and related processes.
- Knowledge of various chemicals and chemical properties utilized in evidence analysis.
- Knowledge of hazards and safety practices associated with chemicals and infectious diseases.
- Knowledge of applicable department rules, regulations and standard operational procedures, law enforcement terminology and practices.
- Skill in the use of technical laboratory and forensic equipment; photography.
- Some understanding of organic chemistry and physics.
- Ability to select appropriate methods, techniques, and instruments to examine and analyze evidence on routine case requests where interpretations tend to be objective.
- Ability to deal effectively and courteously with fellow officers and the general public.
- Ability to communicate effectively, verbally and in writing.
- Ability to act with tact and impartiality.
- Ability to read, analyze and interpret common technical information.
- Ability to respond to common inquiries from law enforcement officials, court attorneys and judges.
- Ability to effectively present information to law enforcement officials, court officials and the general public.
- Ability to read, analyze and interpret technical information and procedures; write reports.
- Ability to comprehend and apply principles of geometry and modern algebra.
- Ability to define problems, collect data, establish facts, and draw valid conclusions.
- Ability to interpret an extensive variety of technical instructions in mathematical or diagram form and deal with several abstract and concrete variables.
- Ability to solve practical problems and deal with a variety of concrete variables in situations where only limited standardization exists.
- Ability to interpret a variety of instructions furnished in written, oral, diagram or schedule form.

### **Key Behavioral Competencies:**

- **Impartiality** – Ability to remain neutral when performing all functions of the job.
- **Confidentiality** – Ability to respect and maintain confidentiality when performing functions of the job.
- **Accountability** – Ability to accept responsibility and account for his/her actions.
- **Analytical Skills** – Ability to use thinking and reasoning to solve a problem.
- **Commitment to Safety** – Understands, encourages, and carries out the principles of integrated safety management; complies with or oversees the compliance with safety policies and procedures; completes all required training; takes personal responsibility for safety.
- **Detail Oriented** – Ability to pay meticulous attention to all aspects of a situation or task no matter how small or seemingly unimportant.
- **Innovative** – Ability to look beyond the standard solutions.
- **Judgment** – The ability to formulate a sound decision using the available information.
- **Problem Solving** – Ability to find a solution for or to deal proactively with work-related problems.
- **Reliability** – The trait of being dependable and trustworthy.
- **Time Management** – Ability to effectively utilize available time for the completion of necessary job tasks.

### **Education, Experience Level, Certification Requirements:**

- Must possess a current and valid Idaho Driver's License and successfully complete an Idaho State Department of Motor Vehicles driving record check.
- High School Diploma or GED.
- Preference for Associates Degree or higher.
- Civilian position does not require the POST Certification.
- Preferred knowledge and experience in courses relating to forensic disciplines recognized by the International Association for Identification or the American Academy of Forensic Science.
- Entry level Preferred experience in general laboratory setting.

### **Working Conditions (more detailed essential physical job functions available upon request):**

- This position requires the ability to be on call 24/7 on a rotational basis.
- Functions of the position are generally performed in a controlled environment but may require working in adverse weather conditions.
- Many functions of the work pose a high degree of hazard and uncertainty. Physical readiness and conditioning may be a condition of job retention.
- Various levels of mental application required, i.e., memory for details, emotional stability, discriminating thinking, creative problem solving. Continuous use of motor skills.
- Frequent travel in automobile required in daily performance of job duties.
- Frequently lifting/carrying up to 10 pounds
- Occasionally lifting/carrying up to 20 pounds.
- Noise level is frequently moderate.
- Work includes sensory ability to talk, hear and touch.
- Work in this position also includes close vision, peripheral vision, and depth perception.
- Employees will sit, stand, walk, stoop, kneel, crouch, crawl, reach and grasp.
- Position requires hand/finger dexterity.

**\*The City of Nampa is an equal employment opportunity employer. All applicants will be considered for employment without regard to race, color, religion, sex, national origin, veteran, disability status or any other characteristic protected by federal, state, or local laws.**