



## CRIME LABORATORY JOB FAMILY

### CAREER PATH

#### **Senior Forensic Scientist**

This is an advanced professional and technical position accountable for performing complex and technical work in the use of scientific methods of collection, observation, and analysis to detect, interpret, and report findings of physical evidence in one of the following specialties: Combined DNA Index System (CODIS), DNA Casework, DNA Screening, Drug Chemistry, Firearms/Toolmarks, Latent Prints, Toxicology, or Trace Evidence. The employee serves as a lead worker by training other forensic scientists and support staff. Within the employee's assigned specialty, work also includes preparing reports, developing procedures for the laboratory, testifying in court, and instructing others. Work is performed with considerable independence within the framework; however, the employee is expected to adhere to established policies and operating procedures.

#### **Knowledge, Skills, and Abilities**

Comprehensive knowledge of and the ability to demonstrate understanding and successful interpretation, explanation, and application of all assigned areas of the crime laboratory, as well as the laws, principles, and practices as they are related to implementation within the agency.

Comprehensive knowledge of and the ability to demonstrate understanding and successful interpretation, explanation, and application of the agency's policies, procedures, rules, and regulations in the performance of duties.

Comprehensive working knowledge of and the ability to demonstrate successful use of computer equipment and associated software/databases in the performance of duties.

Comprehensive working knowledge of and the ability to demonstrate successful operation and use of designated crime laboratory equipment and associated software systems in the performance of duties.

Comprehensive working knowledge of and the ability to demonstrate understanding and successful use of the principles and practices of project management techniques in the performance of duties.

Possess and demonstrate successful communication skills in English via all modes of communication.



## CRIME LABORATORY JOB FAMILY

### CAREER PATH

Possess and demonstrate successful management and prioritization of work within predetermined deadlines and stressful/adverse situations.

Possess and demonstrate the ability to successfully work as a team member and positively interact with a variety of people, as well as work hours as assigned.

Ability to demonstrate successful performance in the training and mentoring of junior staff.

Ability to demonstrate successful performance in the research, gathering, correlating, and analyzing of facts to develop statistical reports, charts, recommendations, and/or solutions in the performance of duties.

Ability to demonstrate successful performance and adherence to the rules of conduct for Patrol employees in accordance with General Order 26-02, as well as all other applicable agency policy and procedures.

Ability to demonstrate successful performance and adherence to policy and procedure in the care and maintenance of restricted and confidential information in the performance of duties.

Ability to work with material that may be of a sexual nature relating to criminal activity (e.g., written material, photographs, and/or verbal language, etc.)

Ability to maintain impartiality and objectivity in the performance of duties and responsibilities.

Ability to testify as an expert witness in a court of law.

#### **Minimum Requirements**

In addition to the minimum requirements identified in the previous level of a Forensic Scientist Trainee, seven years of experience in the employee's assigned specialty, as well as successfully demonstrate performance in the following duties:

- ❖ Possess and maintain membership in at least two professional forensic science organizations, one of which must be a national organization (memberships must be maintained).



## CRIME LABORATORY JOB FAMILY

### CAREER PATH

- ❖ Possess and maintain forensic certification from the American Board of Criminalistics (ABC), American Board of Forensic Toxicology (ABFT), Association of Firearm and Tool Mark Examiners (AFTE), International Association for Identification (IAI), or a certification pre-approved by the Division Director.
- ❖ Documented participation, within the preceding three years of eligibility for promotion, in at least one project/committee for the Division (e.g., CODIS Administrator, Safety Officer, grievance committee, safety committee, etc.)
- ❖ Possess at least two years of active participation on an approved national/regional professional forensic science committee (must be verified by the committee chairperson); or have been published in an approved peer-reviewed forensic journal (must be verified); or served as a primary workshop instructor for an approved national/regional professional forensic science organization (must be verified by the organization); or have served as an ANAB technical assessor (must be maintained).
- ❖ Fully qualified and proficiency tested in all assigned discipline components conducted at the assigned laboratory location. Trace Evidence proficiency in at least four (4) sub-disciplines. Extenuating circumstances will be reviewed. Full proficiency must be maintained.
- ❖ Qualified as an expert witness (extenuating circumstances will be reviewed).
- ❖ Documented training of other assigned discipline personnel for the Division.

Must be a United States Citizen, or a legal resident of a country participating in the Visa Waiver Program (VWP).

#### **Minimum Requirements specific to the Crime Laboratory Job Family that may apply and are dependent on assigned discipline and/or areas of responsibility:**

- ❖ Must obtain and/or possess and maintain a valid driver license.
- ❖ Must submit to periodic random drug testing.
- ❖ Must provide a DNA sample to be used only for forensic identification as required.



## CRIME LABORATORY JOB FAMILY

### CAREER PATH

- ❖ Must be able to pass a polygraph examination after conditional offer of employment.
- ❖ Must be able to obtain and maintain an FBI background investigation to become a CODIS user.
- ❖ Must possess or obtain, and maintain, MULES certification within one year of appointment.
- ❖ Must possess or obtain, and maintain, AFIS certification within two years of appointment, where applicable.
- ❖ Must possess or obtain, and maintain, a Missouri Department of Health Type 1 Permit (Alcohol and Drug Testing).

#### **Necessary Special Requirements**

Documented successful completion of at least 26 hours of professional skill development and leadership training each calendar year.

Possess and maintain membership with at least one organization related to the assigned area of responsibility.

Possess and maintain technical certification with at least one organization related to the assigned area of responsibility.

**Pay grade:** 30

**FLSA Status:** Non-Exempt

**Work Schedule:** An employee in this position works an eight-hour shift as directed; however, working hours are subject to change at the discretion of the commanding authority.

**Effective:** 07/01/2024

**Reviewed:** 02/15/2025

**Revised:** 02/15/2025