

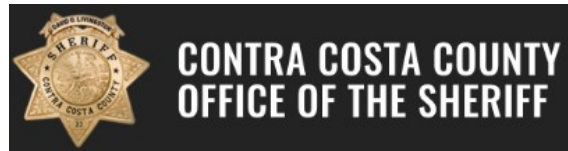


County of Contra Costa Criminalist II

SALARY	\$48.39 - \$61.82 Hourly \$3,871.59 - \$4,945.38 Biweekly \$8,388.44 - \$10,714.99 Monthly \$100,661.28 - \$128,579.88 Annually	LOCATION	Contra Costa County, CA
JOB TYPE	Permanent Full-Time	JOB NUMBER	6DVC-2024A
DEPARTMENT	Sheriff	OPENING DATE	12/16/2024
CLOSING DATE	1/5/2025 11:59 PM Pacific	FLSA	Non-Exempt
BARGAINING UNIT	VH		

The Position

***** DEADLINE EXTENDED *****



Bargaining Unit: DSA - Deputy Sheriff's Non-Sworn Rank & File Unit

Why Join Contra Costa County Office of the Sheriff?

The Contra Costa County Office of the Sheriff is the largest law enforcement agency in Contra Costa with over 1,100 sworn and professional employees dedicated to providing the highest level of law enforcement and customer services.

The Office of the Sheriff offers a full range of services to over 1,000,000 residents in the 715-square mile county. The duties and mission of the Sheriff's Office are unlike most police agencies. Responsibilities include unincorporated area policing, contract cities (Danville, Lafayette, and Orinda) and special districts, air support (helicopters), marine patrol, dispatch, investigations, coroners, county detention facilities, custody alternative, court security, forensic services, police academy, and Office of Emergency Services.

About the Position:

The Contra Costa County Office of the Sheriff is seeking to fill **one (1) Criminalist II vacancy** in the **Firearms Unit** within the Forensic Services Division (FSD). This is a unique opportunity for a skilled and dedicated professional to contribute to public safety and the criminal justice system through expert-level analysis and testimony.

About the Firearms Unit:

The Firearms Unit specializes in the analysis of firearms, toolmarks, and related evidence.

This includes, but is not limited to:

- Performing examinations of firearms for functionality.
- Conducting microscopic comparisons of fired bullets, cartridge cases, and toolmarks.
- Assisting law enforcement by providing expertise at crime scenes involving firearms evidence.
- Providing expert witness testimony in court regarding findings.

The selected candidate will join the Forensic Services Division, an accredited laboratory since 2003, serving Contra Costa County with the highest standards of quality, ethics, and professionalism. Criminalists in the Firearms Unit play a critical role in supporting law enforcement investigations by receiving and maintaining physical evidence custody, analyzing evidence, and producing thorough, unbiased reports.

The Criminalist II classification is the experienced level in the non-sworn Criminalist series. Criminalist II Incumbents receive guidance and advice in the performance of some of the more complex physical evidence examinations but work independently in performing routine analysis. A Criminalist II may also provide training and technical advice to other Division employees and may be placed on-call to respond to and process crime scenes.

Criminalist II's may be assigned to one or more of the following Units within Forensics Services Division:

1. Forensic Biology/DNA
2. Comparative Evidence (Firearms/Toolmarks/Impression)
3. Crime Scene Investigation
4. Latent Print
5. Forensic Alcohol Analysis
6. Solid Dosage Drug Analysis
7. Toxicology
8. Quality Assurance

The eligible list that is created from this recruitment will be used to fill the Criminalist II vacancy within the Forensic Services Division however, this list may also be used to fill future vacancies in the Criminalist series as they arise. **To review the full classification specifications for these positions, please follow the links below.**

- [Criminalist I \(6DWB\)](#)
- [Criminalist II \(6DVC\)](#)

We are looking for someone who:

- values honesty, integrity, and ethical conduct;
- understands the importance of quality, impartiality, confidentiality, efficiency, and effectiveness in conducting forensic examinations;
- possesses a strong fundamental knowledge of science, including laboratory safety, and is committed to career-long learning in forensics;
- approaches change positively and maintains effectiveness when experiencing major changes in work responsibilities or environment;
- identifies and understands problems and opportunities and takes common-sense action that is consistent with available facts, constraints, and consequences;
- is detail-oriented, hardworking, and results-driven as often multiple assignments and priorities must be balanced in a fast-paced environment;
- maintains focus under pressure and exhibits stable performance under stress or opposition;
- and, communicates effectively both verbally and in writing to clearly convey information and ideas.

What you will typically be responsible for:

- You will be tasked with conducting comprehensive analysis of evidence associated with criminal investigations in accordance with written procedures

- You will work with scientific equipment and instrumentation as well as complex computer systems and databases
- You will create detailed notes and complete written reports
- You may be called to court to testify as an expert witness
- You will be asked to respond to crime scenes and autopsies to collect evidence
- You will work cooperatively with sworn and civilian members of law enforcement agencies
- You may be asked to assist training less experienced staff or provide training to law enforcement personnel
- You may be asked to assist in validating new methods or equipment

A few reasons you might love this job:

- You will work with a dedicated team of professionals in an environment that provides career long learning and training opportunities
- You will have the personal satisfaction that comes from applying your knowledge and skills in a field that directly benefits communities through service to the criminal justice system
- You will have the ability to work with cutting-edge forensic technologies
- You will have the opportunity to learn about multiple forensic disciplines

A few challenges you might face in this job:

- You will be expected to respond to crime scenes and autopsies, including being called-out to crime scenes in the middle of the night
- You will work in a stressful environment that includes prioritizing multiple assignments with competing deadlines and encountering disturbing information about crimes
- You may be asked to work overtime to meet the needs of our customers

Competencies Required:

- **Professional & Technical Expertise:** Applying technical subject matter to the job
- **Critical Thinking:** Analytically and logically evaluating information, propositions, and claims
- **Analyzing & Interpreting Data:** Drawing meaning and conclusions from quantitative or qualitative data
- **Delivering Results:** Meeting organizational goals and customer expectations and making decisions that produce high-quality results by applying technical knowledge, analyzing problems, and calculating risks
- **Attention to Detail:** Focusing on the details of work content, work steps, and final work products
- **Professional Integrity & Ethics:** Displaying honesty, adherence to principles, and personal accountability
- **Professional Impact:** Presenting self as a positive representative of the organization
- **Handling Stress:** Maintaining emotional stability and self-control under pressure, challenge, or adversity
- **Safety Focus:** Showing vigilance and care in identifying and addressing health risks and safety hazards
- **Using Technology:** Working with electronic hardware and software applications
- **Writing:** Communicating effectively in writing
- **Oral Communication:** Engaging effectively in dialogue

The eligible list established from this recruitment process will be valid for 6 months.

Minimum Qualifications

License Required: Possession of a valid California Motor Vehicle Operator's License. Out of State valid Motor Vehicle Operator's License will be accepted during the application process.

Education: Possession of a Bachelor's degree from an accredited college or university with a major in the field of Forensic Science, Chemistry, Biology, Biochemistry, Toxicology or a closely related natural science field.

For DNA Assignment: Candidate must also have completed coursework in molecular biology, genetics, biochemistry, and statistics as specified by the DNA Advisory Board.

For Forensic Alcohol Analysis Assignment: Candidates college coursework must have included 3 semester hours (or equivalent) of Quantitative Analysis, and must be eligible for Forensic Alcohol Analyst Trainee certification as specified under Title 17, California Code of Regulations by the California Department of Health Services at the time of appointment.

Experience: Two years of full-time or its equivalent of progressively responsible experience as a Criminalist I or Deputy Sheriff Criminalist I or equivalent position performing forensic casework. During the course of this experience, incumbent must have obtained the ability to independently examine and interpret forensic casework in one or more of the following areas: Biology/DNA; Comparative Evidence; Crime Scene Investigation; Latent Print; Forensic Alcohol Analysis; Solid Dosage Drug Analysis; or Toxicology.

Substitution of Education for Experience:

A Master's Degree or PH.D in Criminalistics, Chemistry, Biology, Biochemistry, Molecular Biology or Toxicology may be substituted for one year of the required experience.

Certificate Required: Employees initially assigned to Forensic Alcohol Analysis must be certified as a Forensic Alcohol Analyst as specified under Title 17, California Code of Regulations by the California Department of Health Services at the time of appointment and must be able to testify on alcohol impairment by the end of their probationary period. A Criminalist II reassigned from the Criminalistics Section to the Drug, Alcohol and Toxicology Section must obtain certification as a Forensic Alcohol Analyst by the California Department of Health Services and must be able to testify on alcohol impairment within one year of the reassignment.

Visual Requirement: No deficiency in the ability to distinguish colors.

Background Requirements: A thorough background investigation shall be conducted. Appointees shall not have been convicted of any felony in this state or in any other state or in any federal jurisdiction, or of an offense in any other state or in any federal jurisdiction which would have been a felony if committed in this state.

Selection Process

- 1. Application Filing and Evaluation:** Applicants will be required to complete a supplemental questionnaire at the time of application, applications will be evaluated to determine which candidates will move forward in the next phase of the recruitment process.
- 2. Criminalist Core Multiple Choice Assessment:** Candidates who possess the minimum qualifications will be invited to participate in the Criminalist Core Multiple Choice Assessment. The multiple choice assessment will be administered via a web-based platform. The Multiple Choice assessment will measure candidates' competencies as they relate to the Criminalist series. These may include, but are not limited to: critical thinking, attention to detail, professional integrity and ethics, professional impact, safety focus and writing. **(Weight: 100%)**
 - The Criminalist Core Multiple Choice Assessment is tentatively scheduled to take place via computer (remotely): **January 2025**

Meeting the minimum qualifications does not guarantee an invitation to participate in the selection process.

The Human Resources Department may change the examination steps noted above in accordance with the Personnel Management Regulations and accepted selection practices.

For recruitment specific questions, please contact Norma Martinez at Norma.Martinez@hrd.cccounty.us. For any technical issues, please contact the GovernmentJobs' applicant support team for assistance at +1 855-524-5627.

CONVICTION HISTORY

After you receive a conditional job offer, you will be fingerprinted, and your fingerprints will be sent to the California Department of Justice (DOJ) and the Federal Bureau of Investigation (FBI). The resulting report of your conviction history (if any) will be used to determine whether the nature of your conviction conflicts with the specific duties and responsibilities of the job for which you have received a conditional job offer. If a conflict exists, you will be asked to present any evidence of rehabilitation that may mitigate the conflict, except when federal or state regulations bar employment in specific circumstances. Having a conviction history does not automatically preclude you from a job with Contra Costa County. If you accept a conditional job offer, the Human Resources department will contact you to schedule a fingerprinting appointment.

DISASTER SERVICE WORKER

All Contra Costa County employees are designated Disaster Service Workers through state and local law. Employment with the County requires the affirmation of a loyalty oath to this effect. Employees are required to complete all Disaster Service Worker-related training as assigned, and to return to work as ordered in the event of an emergency.

EQUAL EMPLOYMENT OPPORTUNITY

It is the policy of Contra Costa County to consider all applicants for employment without regard to race, color, religion, sex, national origin, ethnicity, age, disability, sexual orientation, gender, gender identity, gender expression, marital status, ancestry, medical condition, genetic information, military or veteran status, or other protected category under the law.

Agency

County of Contra Costa

Criminalist II Supplemental Questionnaire

*QUESTION 1

The purpose of the questionnaire is to provide applicants the opportunity to elaborate on their experience, education, and training for the Criminalist II position and to assist the HR staff in assessing each applicant's qualifications. Your responses to the questionnaire will be used to better understand your relevant experience, education, and training to determine which applicants will be invited to participate in the next step of the recruitment process. Do not answer any of the questions by indicating "see attached application or see resume."

I understand

*QUESTION 2

Do you possess a valid driver license?

Yes

No

*QUESTION 3

Do you possess a Bachelor's degree from an accredited college or university?

Yes

No

***QUESTION 4**

If you indicated that you possess a Bachelor's degree from an accredited college or university, please indicate your major from the list below. If you do not possess a Bachelor's degree from an accredited college or university, select N/A.

Criminalistics

Chemistry

Biology

Biochemistry

Toxicology

Other Closely Related Natural Science Field

N/A

***QUESTION 5**

Have you completed coursework at an accredited college or university in molecular biology, genetics, biochemistry or statistics?

Yes

No

***QUESTION 6**

Have you completed 3 semester hours (or equivalent) of Quantitative Analysis at an accredited college or university?

Yes

No

***QUESTION 7**

Are you eligible for Forensic Alcohol Analyst Trainee certification as specified under Title 17, California Code of Regulations by the California Department of Health Services?

Yes

No

***QUESTION 8**

Do you possess certification as a Forensic Alcohol Analyst by the California Department of Health Services?

Yes

No

***QUESTION 9**

How many years of full-time experience do you possess as a Criminalist I, Deputy Sheriff Criminalist I, or equivalent position performing forensic casework?

4 or more years of experience as described

3 or more, but less than 4, years of experience as described

- 2 or more, but less than 3, years of experience as described
- 1 or more, but less than 2, years of experience as described
- Less than 1 year of experience as described
- I do not possess any experience as described

***QUESTION 10**

Do you possess a Master's Degree or Ph.D in Criminalistics, Chemistry, Biology, Biochemistry or Molecular Biology?

- Yes
- No

***QUESTION 11**

Do you possess experience using Liquid Chromatography Mass Spectrometry (LCMS) for analysis of blood or urine?

- Yes
- No

***QUESTION 12**

Do you possess experience as a qualified expert witness in the interpretation of analytical results?

- Yes
- No

***QUESTION 13**

Do you possess individual forensic certification?

- Yes
- No

***QUESTION 14**

This opportunity is within the Firearms Unit, however, if you achieve a passing score on the assessment and are placed on the eligible list, which units within the Forensics Services Division are you interested in being considered for? (Check all that apply)

- Forensic Biology/DNA
- Comparative Evidence (Firearms/Toolmarks/Impression)
- Crime Scene Investigation
- Latent Print
- Forensic Alcohol Analysis
- Solid Dosage Drug Analysis
- Toxicology
- Quality Assurance

***QUESTION 15**

I am confirming that all statements made in this supplemental questionnaire and on the application are accurate and true; and I understand that misstatements or omissions of material facts will result in being rejected from this recruitment

process, or released from future employment with Contra Costa County.

Yes

* Required Question