



County of Santa Clara Criminalist II - DNA

SALARY	\$52.71 - \$63.78 Hourly \$4,216.72 - \$5,102.40 Biweekly \$9,136.23 - \$11,055.20 Monthly \$109,634.72 - \$132,662.40 Annually	LOCATION	San Jose Metropolitan Area, CA
JOB TYPE	Full-Time	JOB NUMBER	25-V68-A
DEPARTMENT	District Attorney	DIVISION	Crime Lab
OPENING DATE	05/28/2025	CLOSING DATE	5/28/2025 11:59 PM Pacific
BARGAINING UNIT 01			

Description

Under supervision, to perform physical, chemical, biological and/or digital analyses related to scientific examination of physical evidence in criminal cases.

The County of Santa Clara District Attorney's Crime Laboratory is recruiting for a Criminalist II, specializing in forensic DNA analysis. The incumbent will perform chemical, biochemical and molecular genetic analysis on evidence samples for the purpose of identification and genetic characterization of physiological fluids and other human biological materials using serological and amplification-based DNA typing techniques. Duties include: operating and maintaining laboratory instruments; generating examination records, and writing clear and concise technical reports of findings and conclusions; providing effective expert testimony in court, including the presentation of statistical analysis; providing assistance and training to junior staff; evaluating, validating, and implementing new analytical techniques.

The selected candidate must successfully pass a full background investigation prior to appointment.

Typical Tasks

- Performs analysis and examines physical evidence in forensic specialty areas such as Audio-Video, Computer Forensics, Drug Chemistry, Trace Evidence, Firearms/Toolmarks, Forensic Biology/DNA, Latent Print Processing, Toxicology, Questioned Documents, Footwear/Shoe Print Analysis, Bloodstain Pattern Analysis, Crime Scene Analysis;
- Examines evidence, evaluates findings and interprets results utilizing various techniques such as photography, microscopy, wet chemistry, immunoassay, chromatography, mass spectrometry, spectroscopy, DNA typing, data searching and recovery and digital processing;
- Performs field investigations at crime scenes and other locations to search for, collect, document and preserve evidence; provides expertise to agencies at crime scenes;

- Consults and advises law enforcement officers, attorneys and the courts regarding the nature of evidence or the results of laboratory analyses and their meaning;
- Testifies on the results of laboratory analyses and may interpret them for the courts and other legal hearings;
- Prepares clear, comprehensive, technically sound, and accurate casework reports, including all determined facts and conclusions;
- Maintains laboratory, instruments, equipment and glassware in a constant state of cleanliness, order and good repair;
- May be assigned to deliver technical presentations to outside groups;
- Determines the interrelationship of various pieces of physical evidence;
- Prepares evidence for presentation in court;
- Provides technical guidance to lower level staff and other laboratory personnel pertaining to routine work of the laboratory;
- Trains other Criminalists and law enforcement personnel in specialized techniques such as evidence collection or in new areas of forensic interest; trains and certifies operators in using breath alcohol instrumentation;
- Serves as a liaison with applicable professional organizations to provide and obtain pertinent information necessary in maintaining subject matter expertise;
- May be assigned as Disaster Service Worker, as required;
- May perform any related duty, as required.

Employment Standards

Training and Experience Note: Possession of a Bachelor's Degree from an accredited college or university with a major in a natural or applied science, or a related field;

AND

Two (2) years of criminalist experience.

A Master's Degree, or higher, in a natural or applied science or related field may be substituted for one (1) year of the required general experience.

An incumbent must possess the minimum qualifications for the discipline assigned as defined by the Laboratory's current accrediting body as well as applicable requirements as set by the Federal Bureau of Investigation's (FBI) Quality Assurance Standards and the California Code of Regulations.

Possession of a valid California Driver's License prior to appointment and the ability to obtain and maintain a County driver's authorization.

Knowledge of:

- Principles, methods, materials and techniques in a specialty area of Criminalistics such as Audio-Video, Computer Forensics, Drug Chemistry, Trace Evidence, Firearms/Toolmarks, Forensic Biology/DNA, Latent Print Processing, Toxicology, Questioned Documents, Footwear/Shoe Print Analysis, Bloodstain Pattern Analysis, Crime Scene Analysis;
- Recent developments, new techniques and procedures in the scientific examination of evidence;
- Common types of drugs, firearms, accelerants and/or explosives when assigned to the specific specialty areas of Drug Chemistry, Toxicology, Firearms, or Trace Evidence.

Ability to:

- Perform a variety of chemical, instrumental, biological, digital or other laboratory analyses;
- Document activities in a clear and accurate manner;
- Use the scientific method to solve a variety of complex problems, validate instruments and/or methodologies and explain the significance of the results obtained;
- Prepare and present professional, clear, accurate and detailed analytical reports for law enforcement agencies, medical examiners, the courts and other agencies;
- Provide testimony on findings;

- Gather and analyze physical evidence and formulate conclusions;
- Analyze, interpret and present statistical data and outcomes to a broad audience, including law enforcement agencies, the courts and other agencies;
- Establish and maintain effective working relationships with those contacted in the course of work;
- Keep current with forensic specialty literature, new techniques and procedures including researching and developing new analytical procedures in the scientific examination of evidence in criminal casework independently, as the lead or as part of a team, and maintaining liaison with other professionals and professional organizations;
- Communicate effectively orally and in writing, including when serving as an expert witness in the presentation of laboratory findings;
- Maintain proficiency in all specialty disciplines where casework is performed;
- Gain forensic certification in Criminalistics or a related specialty area.

Physical Requirements

- Be free from any deficiency in the ability to distinguish colors;
- Must have vision correctable to 20/30 in each eye, unless appointed to perform audio analyses;
- Must not have suffered hearing loss of over 25 decibels in the 500, 1000 and 2000 Hertz ranges for appointment to audio analyses.

Employer

County of Santa Clara

Address

70 W. Hedding Street
8th Floor, East Wing
San Jose, California, 95110

Phone

(408) 299-6816

Website

<http://www.sccjobs.org/>

Criminalist II - DNA Supplemental Questionnaire

*QUESTION 1

Please answer the following questions. Completion of the following supplemental questions is **REQUIRED** and is an integral part of the evaluation process. Initially, it will be used to determine minimum qualifications. For those applicants meeting the employment standards, this information will be critical in the subsequent competitive assessment to identify those candidates to be invited to continue in the examination process. Your responses to the questions may also be reviewed and scored in a Competitive Rating evaluation process based on pre-determined rating criteria. Your answers should be as complete as possible, as no additional information will be accepted from applicants once the Competitive Rating evaluation has begun. A response of "see resume" or "see application" will deem your application incomplete.

Include a detailed description of your work experience in the following format for EACH employer referenced, in each answer:

- Employer name(s)
- Job title(s)
- Start/end dates of employment
- Total hours worked per week
- Description of task(s) performed

Do you understand the requirement to provide complete answers in order to determine relevant experience for each area in question?

- ☐ Yes
- ☐ No

***QUESTION 2**

Do you possess a bachelor's or higher-level degree in any of the following fields?

- ☐ Biology
- ☐ Chemistry
- ☐ Forensic Science
- ☐ Closely related field
- ☐ None of the above

***QUESTION 3**

If you selected "Closely related field" in the previous question, please indicate your major or area of study here. If not applicable, type "N/A".

***QUESTION 4**

Select any of the field(s) you have successfully completed college coursework or classes? Select all that apply. You are required to attach your transcripts (applications will be deemed incomplete without attached transcripts).

- ☐ Biochemistry
- ☐ Genetics
- ☐ Molecular Biology
- ☐ Statistics
- ☐ Population Genetics
- ☐ None of the above

***QUESTION 5**

How many years of experience do you have working as a Criminalist, or equivalent, in one or more speciality areas such as firearms, toxicology, digital evidence, trace evidence, fingerprints, drug chemistry, or forensic biology/DNA?

- ☐ No experience
- ☐ Less than one year
- ☐ One to less than two years
- ☐ Two to less than three years
- ☐ Three to less than four years
- ☐ Four to less than five years
- ☐ Five years or more

***QUESTION 6**

Describe your work experience as a Criminalist, or equivalent, in one or more forensic areas. In your response, include employer name(s), job title(s), dates of employment, hours worked per week, assigned speciality area(s), and duties performed. If no experience, type "N/A".

***QUESTION 7**

How many years of experience do you have performing DNA analysis?

- ☐ No experience
- ☐ Less than one year
- ☐ One to less than two years
- ☐ Two to less than three years
- ☐ Three to less than four years
- ☐ Four to less than five years
- ☐ Five years or more

***QUESTION 8**

Describe your experience as a Criminalist performing DNA analysis. In your response, include employer name(s), job title(s), dates of employment, hours worked per week, duties performed, and screening methods utilized. If no experience, type "N/A".

***QUESTION 9**

Describe a challenging DNA profile and statistical analysis you have calculated or a validation study you have completed to improve laboratory processes in past positions. In your response, include employer name(s), job title(s), dates of employment, and number of hours worked per week. If no experience, type "N/A".

***QUESTION 10**

I understand that I must successfully pass a full background investigation prior to appointment.

- ☐ Yes
- ☐ No

***QUESTION 11**

How did you find out about this job?

- ☐ Contacted by County Recruiter
- ☐ Virtual Job Fair
- ☐ In Person Job Fair
- ☐ In-Person Networking Professional Event
- ☐ Virtual Networking Event
- ☐ Community Event
- ☐ Glassdoor
- ☐ Governmentjobs.com
- ☐ Professional Association
- ☐ Search Engine (Google, Bing, online search, etc.)
- ☐ Hospital Website: SCVMC, O'Connor Hospital, St. Louise Regional Hospital Website
- ☐ Contacted by a Recruitment Firm
- ☐ Handshake
- ☐ Student Career Center
- ☐ County Text Message

- ☐ County Career Newsletter
- ☐ Other (Specify in the next question)
- ☐ County Employee Referral
- ☐ County of Santa Clara Career Website
- ☐ County of Santa Clara Job Interests Email Notification
- ☐ Facebook
- ☐ Instagram
- ☐ LinkedIn
- ☐ Indeed

***QUESTION 12**

If you selected an event/fair or other in the question above, please specify. If not, type N/A.

* Required Question