General Statement of Duties

Performs professional and supervisory work over Forensic Scientists including planning, directing performance criteria for laboratory operations, and reviewing analytical casework and quality assurance/control program.

Distinguishing Characteristics

This class performs professional and supervisory work over Forensic Scientists including planning, directing performance criteria for laboratory operations, and reviewing analytical casework and quality assurance/control program. This class is distinguished from a Forensic Scientist III that performs full performance level forensic work while performing technical lead work including applying the physical sciences to the investigation of crimes, conducting scientific laboratory analyses on physical evidence, providing scientific consultation, and testifying as expert witness in counts of law. The Forensic Scientist Supervisor is distinguished from a Manager II that directs and manages an operational and/or functional area(s) by developing objectives while implementing strategies and managing plans, programs, and projects.

Guidelines, Difficulty and Decision-Making Level

Guidelines are in the form of stated objectives for the section, unit, function, or project.

Work assignment is generally unstructured and employee is responsible for assigning and supervising a variety of functions to achieve the objectives of the section, unit, or project. Duties performed involve weighing and evaluating factors requiring judgment, analytical ability, and problem solving.

Employee is responsible for simultaneous coordination and supervision of several functions, programs, or projects in various stages of completion.

Level of Supervision Received & Quality Review

Under managerial direction, the employee has personal accountability for carrying out the work objectives of an organizational unit or section within the scope of established guidelines and the mission of the agency or department. Employee is expected to resolve problems that arise in the normal course of the work. Work may be discussed with higher level supervisors and reviewed for soundness of judgment and feasibility of decisions.

Interpersonal Communication & Purpose

Contacts of a non-prescribed nature involving the negotiation and resolution of non-routine problems encountered and where exceptional degrees of discretion, judgment, and specialized knowledge are required in carrying out the programs and policies of an organization.

Level of Supervision Exercised

Supervises two or more Forensic Scientists.

Essential Duties

Directs the operations of individual units/sections within the forensic laboratory and the work of forensic scientists involved in applying the physical sciences to the investigation of crimes and conducting scientific laboratory analyses on physical evidence.
Coordinates and reviews the quality assurance/control criteria and related activities of their respective units/sections to ensure that all standards and guidelines of the forensic laboratory are met and prepares technical and management reports.

Serves as a consultant to forensic scientists when making difficult decisions related to choice and application of chemical and physical analysis and when developing quality findings and conclusions regarding analysis of more complex cases.

Presents court testimony as an expert witness, monitors and evaluates court testimony of forensic scientists, and oversees the preparation of exhibits for courtroom use.

Participates in the budget process in order to ensure staff members are provided the training and tools necessary to perform quality forensic analysis.

Oversees and ensures staff members receive professional development and uniform technical training including instruction in laboratory safety and in the operation of laboratory equipment and instrumentation.

Develops or modifies work plans, methods, and procedures and determines work priorities.

Assigns and distributes work, reviews work for accuracy and completeness, and returns assignments with recommendations for proper completion.

Resolves problems encountered during daily operations and determines standards for problem resolution.

Develops goals, documents performance, provides performance feedback and formally evaluates the work of the employee; provides reward and recognition for proper and efficient performance. Assists staff to achieve performance standards and identifies opportunities for continual improvement to performance standards.

Responds to formal and informal employee grievances and prepares written response.

Documents causes for disciplinary action and initiates letters of reprimand and formal recommendations for disciplinary action.

Provides work instruction and assists employees with difficult and/or unusual assignments.

Performs other related duties as assigned.

Any one position may not include all of the duties listed. However, the allocation of positions will be determined by the amount of time spent in performing the essential duties listed above.

### Competencies

**Delivering Results** - Sets high standards for quality, quantity, and timelines. Focuses on customer needs and satisfaction. Consistently achieves project goals.

**Influencing** - Collaborates with, persuades and influences others.

**Oral Communication** – Expresses information to individuals or groups effectively; taking into account the audience and nature of the information; makes clear and convincing oral presentations; listens to others, attends to nonverbal cues and responds appropriately.
Planning and Evaluating – Organizes work, sets priorities, and determines resource requirements; determines short- or long-term goals and strategies to achieve them; coordinates with other organizations or parts of the organization to accomplish goals; monitors progress and evaluates outcomes.

Coaching - Provides others with clear direction, motivates, and empowers. Recruits staff of a high caliber and provides staff with development opportunities and coaching.

Written Communication – Composes, reviews, edits, and issues written materials for diverse audiences and communicates purpose in a succinct and organized manner that is appropriate for context, time, and place.

Knowledge & Skills

Knowledge of the scientific principles, methods, and processes used to conduct a systematic and objective inquiry including study design, collection, analysis, and interpretation of data, and the reporting of results.

Knowledge of budgeting principles and practices sufficient to be able to administer a budget to accomplish program objectives.

Knowledge of the concepts, principles, and theories of the composition, structure, and properties of substances and of the chemical processes and transformations including uses of chemicals and their interactions, danger signs, production techniques, and disposal methods.

Education Requirement

Bachelor's Degree in Chemistry, Biochemistry, Biology, Physics, or a directly related natural science.

Positions in the DNA discipline require a Master's Degree in Biology, Chemistry, Forensic Science, or a related field.

Experience Requirement

Five (5) years of full performance professional criminalist and forensic analysis experience in toxicology, serology, drug chemistry, trace evidence, or other forensic discipline including a demonstrated competence in qualitative analysis and responsibility for quality assurance.

Education & Experience Equivalency

One (1) year of the appropriate type and level of experience may be substituted for each required year of post-high school education.

Additional appropriate education may be substituted for the minimum experience requirements.

Licensure & Certification

It is a condition of employment that the Denver Police Forensics & Evidence Division form for consent for collection of a DNA sample be completed at the time of hire.

Working Environment

Subject to varying and unpredictable situations.
Subject to many interruptions.
Pressure due to multiple calls and inquiries.

Level of Physical Demand

1-Sedentary (0-10 lbs.)
### Physical Demands

(Physical Demands are a general guide and specific positions will vary based on working conditions, locations, and agency/department needs.):

- **Standing**: remaining on one’s feet in an upright position.
- **Walking**: moving about on foot.
- **Carrying**: transporting an object, usually by hand, arm, or shoulder.
- **Balancing**: maintaining body equilibrium to prevent falling over.
- **Stooping**: bending the body by bending spine at the waist.
- **Crouching**: bending body downward and forward by bending legs.
- **Reaching**: extending the hand(s) and arm(s) in any direction.
- **Handling**: seizing, holding, grasping, or otherwise working with hands.
- **Fingering**: picking, pinching, or otherwise working with fingers.
- **Feeling**: perceiving attributes of objects by means of skin receptors.
- **Talking**: expressing or exchanging ideas by means of spoken words.
- **Hearing**: perceiving the nature of sounds by the ear.
- **Repetitive motions**: making frequent movements with a part of the body.
- **Eye/hand/foot coordination**: performing work through using two or more.
- **Lifting**: raising or lowering an object up to 10 pounds.
- **Far acuity**: ability to see clearly at 20 feet or more.
- **Near acuity**: ability to see clearly at 20 inches or less.
- **Depth Perception**: ability to judge distance and space relationships.
- **Field of Vision**: ability to see peripherally.
- **Accommodation**: ability to adjust vision to bring objects into focus.
- **Color Vision**: ability to distinguish and identify different colors.
- **Lifting**: raising or lowering objects weighing no more than 10 pounds, from one level to another.

### Background Check Requirement

- Criminal Check
- Education Check
- Employment Verification
- By position, Motor Vehicle Record

### Assessment Requirement

None

### Probation Period

Six (6) months.

### Class Detail

- **Pay Grade**: E-815
- **FLSA Code**: Y
- **Management Level**: 7
- **Established Date**: 9/21/2018
- **Established By**: Lori Schumann
- **Revised Date**: 5/31/19
- **Revised By**: Susan O’Neill
- **Class History**: 5/31/19 changed three years of experience to five years of experience.