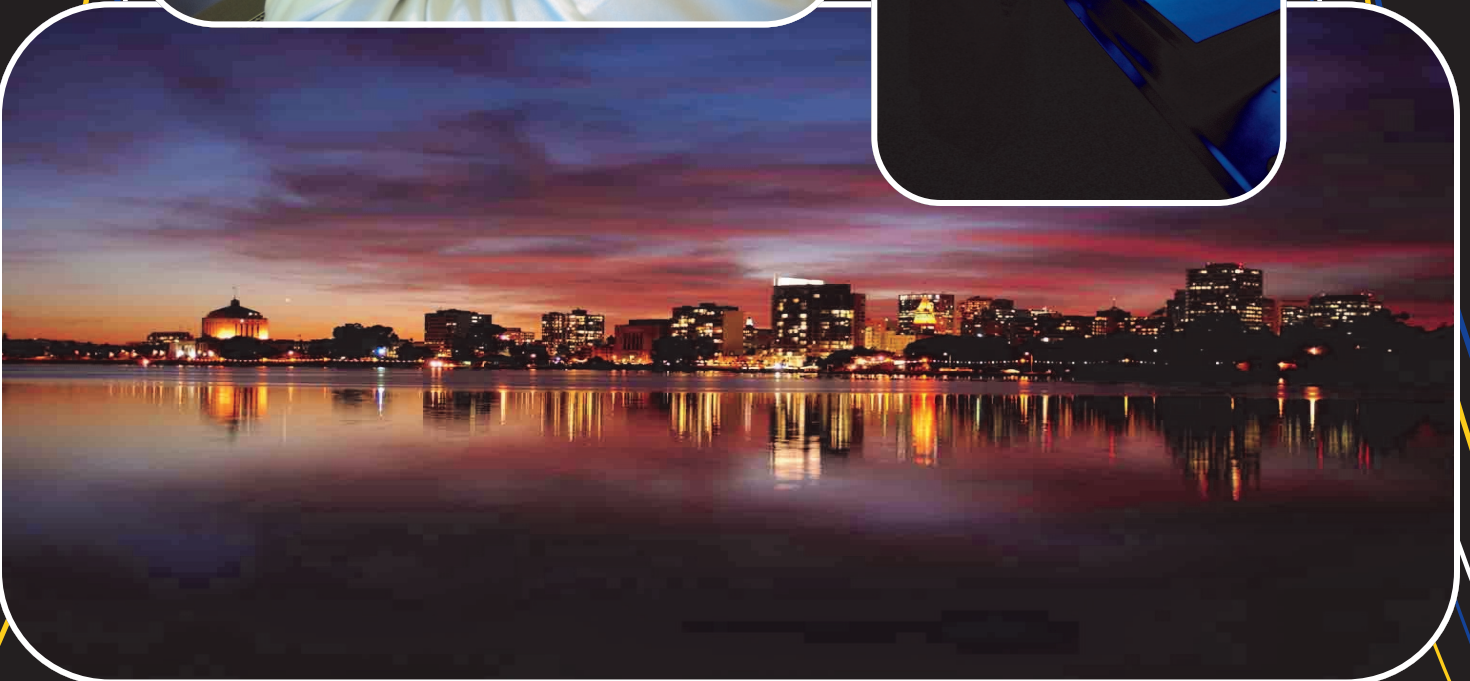
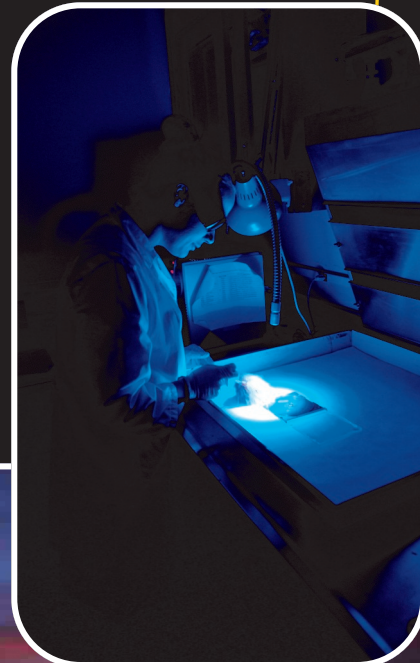
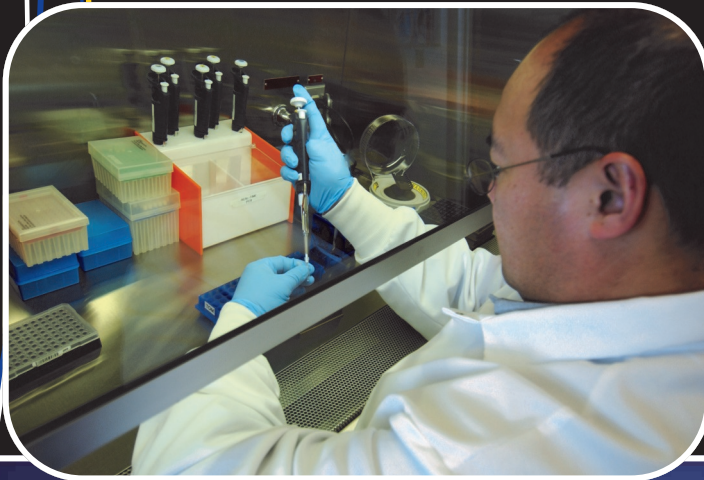




The Alameda County Sheriff's Office
Invites Applications for

CRIMINALIST I
CRIMINALIST II
CRIMINALIST III



Alameda County Sheriff's Office

The Alameda County Sheriff's Office is a full service law enforcement agency accredited through the Commission on Accreditation for Law Enforcement Agencies (CALEA) and the American Correctional Association (ACA). Additionally, the agency's health care provider, Prison Health Services, has dual accreditation through the National Commission on Correctional Health Care (NCCHC) and the California Medical Association (CMA). Together these form what is referred to as the "Triple Crown" of accreditation (ACA, NCCHC/CMA and CALEA) awarded by the National Sheriff's Association. Additionally, the Sheriff's Office Crime Lab is nationally accredited by the American Society of Crime Laboratory Directors (ASCLD). The Sheriff's Office Explosive Ordinance Disposal Unit has also been awarded national accreditation through the Bomb Squad Commanders Advisory Board.



The County of Alameda

Alameda County, located on the east side of San Francisco Bay, is California's seventh-largest county. The County employs 9,080 full-time employees and operates on an annual budget of \$2.39 billion.

Oakland, the County seat, is California's eighth largest city. One and a half million people call Alameda County home and live in a variety of incorporated cities, unincorporated communities and rural areas. As a major urban county, Alameda provides a full range of services to its citizens. The County is a blend of culturally and ethnically diverse communities, and its mixture of cosmopolitan and suburban areas provides the perfect environment for families and their active lifestyles. The County offers extensive cultural resources, countless recreational opportunities and an array of fine public and private colleges and universities.

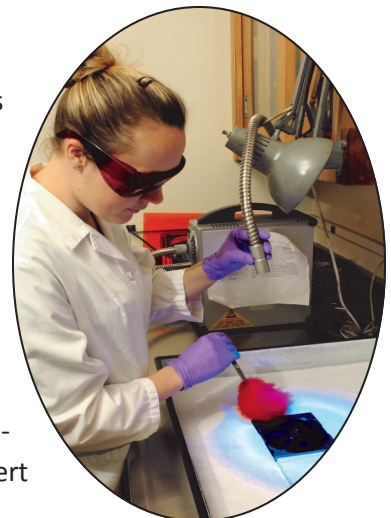


The Sheriff's Office Crime Lab

The Sheriff's Office Criminalistics Laboratory is charged with overall responsibility for the analysis, evaluation, identification and interpretation of physical evidence by the application of the natural sciences to criminal investigations and legal matters. The goal of the Criminalistics Laboratory is to provide superior quality forensic science services to the Criminal Justice community in this Region in a safe, professional, effective, efficient and error-free manner.

The Positions

The crime lab is recruiting for all three levels of the Criminalist Series which is flexibly staffed (as you gain experience at the I and II level you will be expected to qualify for promotion to the next level without going through another civil service examination process). The lab currently has an immediate opening for a criminalist with Forensic Firearms experience but anticipates possible openings in other areas of the lab. Criminalists are non-sworn employees of the Sheriff's Office who examine physical evidence by performing chemical, physical and microscopic analyses in the criminalistics laboratory and in the field. They interpret the results of findings to law enforcement officers, prepare materials for presentation in court, may appear in court as expert witnesses and perform related work as required.



The Positions (continued)

Criminalist I is an entry-level classification in which the incumbent works under close supervision. Incumbents handle the more routine cases and receive a substantial amount of on-the-job training, working closely with senior staff members in a tutorial/intern atmosphere. After gaining experience in several areas of laboratory investigation and expanding their expertise, they are expected to qualify for promotion to Criminalist II.

Criminalist II is the journey-level classification working under direction. Incumbents work with a great degree of independence, and their work is usually checked only by review of written reports. They assist in training new personnel in lower classifications. After gaining further experience and expanded expertise in more difficult and complex analyses, incumbents are expected to qualify for Criminalist III.

The Criminalist III is an above journey level classification working under general direction. Incumbents perform the more complex technical work in the criminalistics laboratory, assist in the maintenance of supplies and records, serve as lead persons for other criminalists in specific areas of expertise, and train law enforcement personnel in methods of collecting and preserving evidence and using breath alcohol equipment.

**APPLY
ON-LINE AT:
[ACGOV.ORG/
HRS](http://ACGOV.ORG/HRS)**

Compensation and Benefits

The annual salary range is:

Criminalist I: \$68,348.80 - \$82,264.00

Criminalist II: \$75,025.60 - \$90,064.00

Criminalist III: \$82,264.00 - \$99,195.20

The County offers an attractive benefits program with the following elements:

- Defined Benefit Retirement Plan covered by the 1937 Act
- Health, Vision (not covered in all plans) and Dental Insurance
- Life and Accident Insurance
- Disability and Income Replacement Plan
- Paid Vacation & Sick Leave accruals
- Holidays
- Deferred Compensation Plan
- Dependent Care Assistance
- Pre-tax parking and transit benefit
- Savings Bonds
- Employee Assistance Program

For a detailed description of all the benefits available for this position, a full job description, and to apply, please see the announcement on-line at: www.acgov.org/HRS

The Ideal Candidate

FOR CRIMINALIST I: The Criminalist I list is being established for all areas of the lab. The ideal candidate for the entry-level will possess the attributes below.

FOR CRIMINALIST II/III: The crime lab has an immediate opening for a criminalist with Forensic Firearms experience. The ideal candidate for the II/III level will have a strong background in analyzing and performing forensic casework in the area of Forensic Firearms. In addition, the ideal candidate will possess the critical attributes listed below.

Critical Attributes For Success

- **Excels in technical knowledge and skill** - keeps up with current developments and trends in areas of expertise.
- **Approaches change positively** - Maintains effectiveness when experiencing major changes in work responsibilities or environment.
- **Learns and assimilates job related information** - Applies new job-related information in a timely manner.
- **Identifies issues and develops solutions** - Identifies and understands problems and opportunities; takes action that is consistent with available facts, constraints, and consequences.
- **Operates with integrity** - Interacts with others in a way that gives them confidence in one's intentions and those of the organization.
- **Maintains focus under pressure** - Exhibits stable performance under stress or opposition.
- **Maintains an exceptional level of quality** - Accomplishing tasks by considering all areas involved, accurately checks processes and tasks.
- **Communicates effectively** - Clearly conveys information and ideas.

Although the immediate opening is in Forensic Firearms, these lists may be used to fill other positions in the lab. Candidates who have these attributes and meet the minimum qualifications of the position are encouraged to apply for each level of the Criminalist Series for which they are qualified.

Minimum Qualifications

Criminalist I:

Education: Possession of a Baccalaureate Degree from an accredited four-year college or university with a major in Chemistry, Biochemistry, Molecular Biology, Biology, Criminalistics or a closely related physical science field.

Criminalist II:

Education: Possession of a bachelor's degree in criminalistics from an accredited college or university or a bachelor's degree in an appropriate and relevant science such as chemistry, physics, or biochemistry from an accredited college or university, **and**

Experience: The equivalent of three years of recent, full-time, experience as a criminalist or forensic chemist performing laboratory work equivalent to that of a general criminalistics laboratory.

Criminalist III:

Education: Possession of a bachelor's degree in criminalistics from an accredited college or university or a bachelor's degree in an appropriate and relevant science such as chemistry, physics, or biochemistry from an accredited college or university, **and**

Experience: The equivalent of four years of recent full-time, experience as a criminalist or forensic chemist performing laboratory work equivalent to that of a general criminalistics laboratory.

Special Requirements (all three levels):

- 1) Candidates must be found to be free of uncorrected colorblindness at the time of the County pre-employment physical examination.
- 2) A thorough background investigation will be conducted of all prospective Criminalists to ensure they are suitable for law enforcement related work.
- 3) Criminalists may be required to work day, evening, night, rotating shifts, or on-call shifts including weekends and holidays.

NOTE: The Civil Service Commission may modify the above Minimum Qualifications in the announcement of an examination.



Application Process and Supplemental Questionnaires

Last Day For Filing an Application: 5:00pm on 07/12/2010

Applicants are encouraged to apply on-line at: www.acgov.org/hrs

Each applicant must apply for each position separately and complete the supplemental questionnaire specific to that position (Criminalist I, II, or III). After an evaluation of applications and supplemental questionnaire responses, the candidates demonstrating the best qualifications for the position will be invited to an oral examination for further assessment (this assessment may include a situational exercise). A final selection will be made from the top candidates. **A properly completed Supplemental Questionnaire must be submitted with each application.** Applications and Supplemental Questionnaires must be in the possession of the Human Resource Services Department by 5:00 p.m. on the Last Day for Filing. **Postmarks and faxes are not accepted.** Failure to submit the Supplemental Questionnaire will result in disqualification. Candidates can view the supplemental questionnaire for each position on-line.

Additional Information

Should you have any additional questions regarding this position feel free to contact:

David Sides

Human Resources Analyst II

dsides@acgov.org

510-272-6468



Human Resource Services