



THE INDEPENDENT COMMISSION OF INVESTIGATIONS

Applications are invited to fill the following position within the Commission:

CRIME SCENE EXAMINER – TEMPORARY (GMG/SEG 3/Band 9) – 3 posts (HEADQUARTERS)

Job Summary

The incumbent is responsible for the evaluation of crime scenes through meticulously documenting, collecting, securing, preserving, packaging and maintaining chain of custody for all physical evidence. He/she must also ensure the analysis and resolution of cases by providing accurate and reliable forensic evidence collected from scenes; prepare detailed reports on the observations and activities at the scenes to include scene analysis and reconstruction for the Commission; and testify in court.

Responsibilities include, but not limited to:

- Managing, surveying and processing incident scenes;
- Analyzing events of incidents;
- Developing and prioritizing lines of inquiry based on analysis of physical evidence and other data ascertained from scenes;
- Conducting visual examinations, documentation and photography of injuries of complainants;
- Preparing and reviewing high-quality forensic reports and statements;
- Using Computer Aided Design software (e.g. SketchUp and FaroCrimeZone) to produce 2D and 3D models of incident scenes;
- Attending and documenting post-mortem examinations (photograph and body diagrams), collecting evidence from Pathologists, or causing fingerprints to be collected;
- Maintaining chain of custody for all exhibits through processing, indexing, tracking and forensic documentation to safeguard the integrity of all exhibits;
- Conducting, under supervision, digital extraction and analysis on electronic and digital devices, to include tablets, mobile phones, closed circuit television (CCTV) cameras and hard drives using forensic digital software to extract data;
- Employing scientific methodology to examine bloodstain evidence within crime scenes, utilizing appearance, shape, size, and distribution patterns of that evidence, to reconstruct the blood-shedding event;
- Conducting reconstruction exercises to determine the sequence of events that occurred at crime scenes through scientific analysis and logical theory formation;
- Maintaining the accuracy, validity and reliability of crime scene processing techniques in accordance with international best practices;
- Providing expert testimony in court hearings.

Minimum Required Qualifications and Experience

- Undergraduate degree in Natural Science, Forensic Science, or Chemistry,

- At least three (3) years working experience in crime scene examinations;
- Certification in Crime Scene examinations is an asset.

Specific Knowledge Required

- Knowledge of forensic science principles, practices, procedures, and techniques used to prepare, examine, analyze, and identify evidence, and experience in the rigors of scientific analysis;
- Knowledge of the collection and storage of biological, chemical, and ballistic material;
- Knowledge of applicable criminal laws, rules of criminal procedure, and evidence as it relates to Forensic Science;
- Working knowledge of investigative policies and prescribed investigative techniques;
- Knowledge of relevant computer systems, software and digital security available to assist in information gathering, processing and analysis; and
- Appreciation of the Independent Commission of Investigations Act (INDECOM) Act and any other such Acts or Legislation governing the operation of INDECOM.

Required Skills and Specialised Techniques

- Excellent judgement, decision-making, problem solving, communication, interpersonal and investigative skills;
- Excellent time management, planning and organizational skills;
- Excellent diplomacy and collaborative skills;
- Ability to work on own initiative and result oriented;
- Ability to manage team-dynamics, optimize team effectiveness and enhance team interactions;
- Good communication (verbal, written and non-verbal) and customer service skills;
- Consistently displays integrity and model behaviour.

Remuneration: - \$5,198,035 – \$6,990,779 per annum with appropriate allowances.

Applications accompanied by CVs should be submitted **no later than Monday, July 7, 2025** to: hrd@indec.com.gov.jm.

Thank you for your interest; however, only short-listed applicants will be contacted.