North Dakota
Attorney General

FORENSIC SCIENTIST I or II (Forensic Chemistry Unit)

Position No.: 125-31472

Salary Range: $4,932/month (starting salary may be higher, commensurate with experience).

Click for Total Rewards Calculator.

Closing Date: October 14, 2026

Status: Full-Time with State Benefit Package

Recruitment: Internal/External

Location: Crime Laboratory Division, 2641 East Main Avenue, Bismarck, ND

Selecting Supervisor: Jennifer Penner, Director, Crime Laboratory

Summary of Work

1. Provide scientific support to the State's criminal justice system by use of accepted techniques for analyzing and processing controlled substance cases and providing identification and analysis of controlled substances and other drugs.
2. Ensure proper chain of custody by following established protocols. Accurately describe and determine net weight of items.
3. Conduct visual examinations, microscopic examinations, chemical spot tests, UV-VIS spectrophotometry, and chromatography.
4. Conduct gas chromatography-mass spectrometry (GC-MS) and Fourier Transform Infrared Spectroscopy (FTIR) analysis for the identification of controlled substances.
5. Prepare reports stating scientific results or opinions and advise law enforcement, attorneys, and interested parties within the criminal justice system.
6. Participate in formal and on-the-job training in scientific analysis of controlled substances, other seized drug materials, and clandestine laboratories.
7. Follow all laboratory policies and standard operating procedures.
8. Follow guiding principles of professional responsibility in the forensic workplace.
9. Participate in the proficiency testing program for the disciplines in which the employee is competency tested.
10. Maintain analytic instrumentation and assist in troubleshooting instruments when problem has occurred.
11. Routinely testify as an expert witness in a court of law while maintaining composure under intense cross-examination.

12. Assist Crime Laboratory Division in maintaining ANAB ISO 17025 accreditation.
13. Maintain security and integrity of Crime Laboratory environment.
14. Operate standard office equipment (i.e., personal computer, telephone, fax machine, copier, adding machine, etc.).
15. Perform job-related travel, as needed.
16. Perform other related duties as assigned.

In addition to the monthly salary, this position includes fully paid health insurance for employee and family (with a wellness rider included), the option to participate in employee-paid dental and vision for employee and family, participation in the state NDPERS defined contribution retirement plan as well as the option to participate in the 457 deferred compensation plan, the option to contribute to a medical spending account, as well as paid annual leave and sick leave.

Employees in this position are eligible for the Public Service Loan Forgiveness (PSLF) program.

Minimum Qualifications

1. A Bachelor of Science degree in Chemistry, Forensic Science/Chemistry, Toxicology, Microbiology, or a closely related natural science from an accredited four-year college or university. MUST have minimum documented coursework of 1 year of General Chemistry, 1 year of Organic Chemistry, and either Instrumental Analysis or be able to demonstrate proficiency with modern analytical chemistry instrumentation. Survey or introductory coursework intended for non-chemistry majors will not satisfy the above requirements. Both overall academic record and applicable job experience will be factors for consideration; however, prior job experience will not replace the minimum academic requirement. To qualify as a Forensic Scientist II, a minimum of two years of work experience as a Forensic Scientist in a forensic laboratory is required.
2. Knowledge of/experience with the basic theoretical principles of analytical chemistry and applications of instrumentation and methodologies used to analyze suspected controlled substances. Experience using basic laboratory equipment and analytical instrumentation (color tests, UV-Vis, GC/MS, LC-MS, FT-IR, DART-MS).
3. Must be able to evaluate and interpret data, develop sound conclusions/identifications, maintain accurate records, and solve technical problems.
4. Possesses skills necessary to be a successful Forensic Scientist.
5. Ability, demonstrated in previous employment experience or described in personnel records, to establish and maintain effective, harmonious working relationships with clients, co-workers, and supervisors.
6. Possess excellent oral and written communication skills.
7. Excellent prioritization, time management, and organization skills.
8. Ability to maintain a high degree of confidentiality.
9. A high level of integrity is required, as well as good organizational, interpersonal, and communication skills.
10. Successful completion of the interview process, reference checks, and standard background and criminal record checks to determine knowledge, skills, and abilities to perform forensic scientist tasks.

About Team ND

"Far and away the best prize life offers is the chance to work hard at work worth doing." - Theodore Roosevelt

More than 7,500 talented, hard-working people across sixty-three agencies have come together as Team North Dakota. At Team ND, we are driven to succeed through gratitude, humility, curiosity and courage. Our purpose is to empower people, improve lives, and inspire success. Join us in being legendary.

Total Rewards: The State of North Dakota is committed to providing team members with a strong and competitive rewards package that support you, your health and your family.

Considering a new position on Team ND? How does your current position stack up? Use our Total Rewards Calculator to estimate.

Application Procedures

Applicants are screened based on qualifications, successful completion of the interview process and a background and criminal investigation. Applicants must be currently authorized to work in the United States on a full-time basis. **The Office of Attorney General does not provide sponsorships.**

Application package must be received by 11:59 PM on the closing date listed on the opening.

TO BE CONSIDERED FOR THIS POSITION APPLICATIONS MUST BE SUBMITTED ONLINE AT: www.nd.gov/careers

Documents to be submitted:

- Resume
- Cover letter with a summary that clearly explains how the applicant's work experience is related to the summary of work and minimum/preferred qualifications
- 3 Professional References
- College Transcripts (copies or unofficial versions are acceptable for the initial application process but when the top candidate is given a conditional employment offer, they are required to present official transcripts)

The North Dakota Office of Attorney General prohibits candidates from plagiarizing any portion of their employment application and interview process to include responses to questions in which you must provide a narrative and/or verbal response. You must create your own responses originally and not copy or adapt them from other sources. While the North Dakota Office of Attorney General encourages you to create your narratives and interview responses with great care, including correct use of grammar and style, you are prohibited from using any artificial intelligence (AI) or AI-assisted tool, to include but not limited to ChatGPT. Any information you provide during the application and interview process is subject to verification. The North

Dakota Office of Attorney General will discontinue your candidacy if we find you have violated this prohibition on use of AI tools in the application and interview process.

All hiring decisions are subject to approval by the Attorney General. No offer of employment is final or binding until approved by the Attorney General.

Anyone needing assistance or accommodations during any part of the application or interview process please contact Ashley, Office of Attorney General: E-mail: aeisenbeis@nd.gov; phone: (701) 328-1256 or TTY: 1-800-366-6888.

- Learn more about Office of Attorney General at: https://attorneygeneral.nd.gov/
- Learn more about Employment Benefits at: https://www.nd.gov/omb/public/careers/team-nd-benefits
- Visit North Dakota State government: http://www.nd.gov

To learn more about living in North Dakota, visit https://findthegoodlife.com

Equal Employment Opportunity

The State of North Dakota and this hiring agency do not discriminate on the basis of race, color, national origin, sex (including sexual orientation and gender identity), genetics, religion, age or disability in employment or the provisions of services and complies with the provisions of the North Dakota Human Rights Act.

As an employer, the State of North Dakota prohibits smoking in all places of state employment in accordance with N.D.C.C. § 23-12-10.