



**Forensic Scientist or Trainee**  
**Toxicology Section**  
**Position: CF645**  
**Statewide Salary: \$59,851 - \$105,134**  
**Trainee: \$50,531**  
**Location: Norfolk, VA**

**This vacancy posting may fill two (2) positions in the Eastern Laboratory located in Norfolk, VA.**

The Virginia Department of Forensic Science (DFS) is seeking a qualified applicant to perform toxicology analyses at the Eastern Laboratory located in Norfolk, VA. The successful candidate will independently perform chemical analyses of human fluids and tissues in death and criminal investigations using chemical and instrumental methodologies, prepare Certificates of Analyses on findings for use in the criminal justice system, and provide court testimony on analytical results. Occasional overnight travel is required, and employee will provide own transportation as required.

To be considered as a qualified Forensic Scientist, candidates must have completed a documented training program and demonstration of competency in human biological samples. Candidates who are considered qualified Forensic Scientists will be required to successfully complete an in-house training program, the length of which is dependent upon the qualifications of the selected candidate.

The documented training program and demonstration of competency can consist of relevant academic coursework, internal or external training courses, and competency tests, but must meet the Virginia Department of Forensic Science's training requirements for the candidate to be considered qualified. Records documenting the successfully completed coursework, training and testing will be requested.

**Minimum qualifications:**

- Bachelor's degree in chemistry, biochemistry, or a related field with coursework in general, organic and analytical chemistry
- Work experience handling human biological samples.
- Knowledge, skills, and ability to testify in court through experience and/or training
- Successful completion of a documented training program from an ISO/IEC 17025 accredited private, local, state, or federal forensic science laboratory and demonstration of competency in human biological samples
- Knowledge of the theoretical principles and applications of instrumentation and methodologies used to analyze toxicological samples.
- Experience using basic laboratory equipment and analytical instrumentation (i.e., immunoassay, HPLC, GC/MS, GC/FID and GC/NPD)
- Ability to work independently, set priorities and work efficiently, keep accurate records, accurately analyze, interpret data and develop conclusions.
- Ability to communicate effectively, both verbally and in writing, and defend scientific findings in court.
- Knowledge of laboratory safety and quality assurance/quality control procedures
- Valid driver's license and/or other means of reliable transportation

**Additional Considerations:**

- Experience working in an accredited forensic science laboratory and/or familiarity with ISO/IEC 17025:2017 and ANAB accreditation criteria
- Experience as an expert witness providing courtroom testimony and preparing and presenting exhibits of evidence, both verbally and in writing in a clear and concise manner
- Experience using advanced laboratory equipment/instrumentation such as LC/MS/MS, LC-QTOF-MS
- Certification by a national forensic toxicology certification board, such as, American Board of Forensic Toxicology (ABFT)
- Experience in providing forensic related teaching/training

**Trainee:**

If a fully qualified Forensic Scientist candidate does not meet all the minimum qualifications, a Forensic Scientist Trainee position may be offered to the most suitable candidate with a salary of **\$50,531**. The selected candidate will be expected to successfully complete a training program performing comprehensive scientific analyses. Upon successful completion of the training program, the trainee's salary will be established within the salary range for a qualified Forensic Scientist. The training may last up to 12 months, dependent upon the qualifications of the selected candidate. The Trainee must meet the degree requirements stated in the minimum qualifications. In addition, the Trainee may meet some of the qualified minimum qualifications and additional considerations.

A successful Forensic Scientist Trainee will have competencies that include attention to detail, critical thinking, analytical and deductive reasoning, problem solving, and time management skills.

**Trainee Minimum Qualifications:**

- Bachelor's degree in chemistry, biochemistry, or a related field with courses in general, organic, and analytical chemistry
- Ability to maintain accurate records, analyze and interpret data, manage multiple tasks efficiently, establish work priorities, and develop sound conclusions from analyses
- Possess good oral and written communication skills
- Valid driver's license and/or have other means of reliable transportation.

**Trainee Additional Considerations:**

- Experience in an ISO/IEC 17025 accredited private, local, state, or federal forensic science laboratory (working and/or internship)
- Experience in a scientific laboratory environment using laboratory equipment, techniques, laboratory safety, and QA/QC procedures.

**Probationary Period:** If you are a current Commonwealth of Virginia employee, this position requires a new probationary period be served. A probationary period of 12 months will be required.

**Background Investigation:** Selected candidate(s) must successfully pass a background investigation to include a fingerprint-based criminal history check. Selected candidate(s) must provide a DNA sample via a buccal swab (saliva sample) and successfully pass a drug test. Reference checks will be conducted to include contact with current and previous supervisors.

**Employment Eligibility Verification:** DFS now uses E-Verify+, a streamlined system that integrates the Form I-9 process with employment eligibility verification to electronically confirm identity and work authorization.

Applicants must apply electronically using the Commonwealth of Virginia's Recruitment Management System (RMS) by June 10, 2026. The RMS can be accessed using the link: [Virginia Jobs](#) or directly through the posting: <http://jobs.virginia.gov/cw/en-us/job/5105509?ApplicationSubSourceID=>. Contact Amanda Greene at (804) 588-4163 for assistance.

**AN EQUAL OPPORTUNITY EMPLOYER**

Posted: 05/27/26

