



CRIME SCENE SPECIALIST

COMPETITION: #2675-20260506

SECTION: Forensic Services
STATUS: Temporary full-time
DURATION: **Approximately December 31, 2029**
Assignment may be extended or reduced for operational reasons or due to circumstances that could not be foreseen at the time of posting
HOURS OF WORK: 40 hours per week, 4 days on, 3 days off – day and afternoon shifts
SALARY: VP Range 277: \$45.03 to \$61.13 per hour
COMPETITION END DATE: Thursday, June 4, 2026

The Vancouver Police Department is seeking a highly motivated and detail-oriented Crime Scene Specialist (CSS) to provide professional forensic support to investigative units. Reporting to the Supervisor/Manager, Forensic Services Section, the CSS is responsible for the documentation, detection, collection, preservation, and analysis of physical evidence at crime scenes and related locations.

The CSS is designated as a Special Constable requiring a high degree of professionalism, scientific accuracy, and adherence to legal and evidentiary standards.

KEY RESPONSIBILITIES

- Attend crime scenes and related locations to identify, collect, preserve, package, and document physical evidence in accordance with established forensic and legal protocols.
- Conduct detailed crime scene documentation, including notes, sketches, photography, and measurements.
- Process evidence (e.g., fingerprints, bloodstain documentation, trace evidence collection) using accepted forensic techniques.
- Maintain continuity of evidence and complete accurate documentation to support court proceedings.
- Prepare clear, concise, and comprehensive written reports.
- Provide courtroom testimony as required, presenting evidence and findings in a professional and impartial manner.
- Safely handle biohazardous materials, chemicals, and sharp instruments in compliance with occupational health and safety standards.
- Work collaboratively with sworn officers, investigators, forensic technicians, and external laboratories.
- Maintain forensic equipment, vehicles, and supplies in a clean and operational condition.
- Participate in ongoing training to maintain current knowledge of forensic methods, legislation, and best practices.
- Perform related duties as assigned.

KNOWLEDGE, SKILLS AND ABILITIES

Required:

- Degree in Forensic Science, or a related field.
- Knowledge of crime scene processing techniques, evidence handling, and forensic principles.
- Strong written and verbal communication skills, including the ability to prepare detailed reports.
- Demonstrated attention to detail and ability to work methodically under pressure.
- Ability to work independently and as part of a team in high-stress environments.
- Willingness and ability to work shift work, on-call rotations, evenings, weekends, and holidays as required.
- Valid Class 5 driver's licence with an acceptable driving record.
- Ability to pass comprehensive background investigation and security clearance.



Preferred:

- Previous experience as a crime scene technician/analyst or in a forensic laboratory setting.
- Knowledge of federal laws, agency regulations, and procedures governing evidence, search and seizure, investigations, and expert testimony in criminal cases.
- Working knowledge of applications such as Photoshop, CSIpix, DEMS, Leica Cyclone and Leica Map360.
- Working knowledge of the criminal legal system.
- Successfully completed the Canadian Firearms Course.
- Certification or coursework in crime scene photography, bloodstain pattern documentation, or latent print processing.
- Experience providing courtroom testimony.
- Familiarity with PRIME.

Other requirements:

- FIU annual medical testing is administered through Human Resources Section (HRS). Successful applicants to the FIU are strongly encouraged to participate in this VPD-funded program, which is supported by the Vancouver Police Union (VPU). Questions regarding the medical testing process should be directed at HRS.
- Must attend an annual high stress work area debrief with a registered psychologist.
- All employees must maintain their Enhanced Security Clearance while employed with the Vancouver Police Department. Enhanced Security Clearances will be renewed every 5 years.

Physical and Working Conditions

- Frequent exposure to graphic scenes, deceased persons, and hazardous materials.
- Ability to stand, kneel, bend, and work in confined or outdoor environments for extended periods.
- Ability to lift and carry equipment weighing up to (specified weight, e.g., 25 kg / 55 lbs).
- Work may occur in all weather conditions and at various hours.

This position falls under the jurisdiction of the Vancouver Police Union

Applicants should submit a resume via email to vpd.civilian.jobs@vpd.ca by 4:30 p.m. of the closing date. **Indicate the Competition # in the subject line of the email.**