



**FORENSIC
SERVICES**
SEIRBHISEAN
FOIREANSACH

Working for Forensic Services

INTRODUCTION

Forensic Services delivers world-leading, high-quality, value for money services to meet the expectations of the Scottish public and the needs of our partners in criminal justice.

Our 600 highly-trained and skilled scientists and staff operate from five main laboratory sites in Aberdeen, Dundee, Edinburgh, Glasgow and at the Scottish Crime Campus in Gartcosh with Scene Examination teams based throughout Scotland. Forensic Services employ around 500 scientists who are supported by about 100 business staff who ensure the smooth running of the organisation.

Forensic Services provide the whole service from the crime scene, through search, recovery, and analysis, to the court, reporting evidence in Scotland. This 'integrated provision' ensures impartiality and integrity – key values in the criminal justice system. There is a 'sterile corridor' between Forensic Services and Police Scotland. The Forensic Services crime-scene-to-court model is unique and robust.

The Director of Forensic Services reports to the Chair of the Scottish Police Authority. Oversight is given by the Authority's Forensic Services Committee. This was established in October 2018. It scrutinises the work done by Forensic Services and it is open to the public to observe.

The Scottish Police Authority approved the Forensic Strategy 2021-26 in September 2021. This followed extensive consultation with staff and stakeholders. The strategy provides a clear vision for continuing to provide excellent forensic services at the cutting edge. It is a vision for:

- being sustainable
- providing value for money as a public service
- maintaining and enhancing public trust and confidence
- building on our successful operating model.

Four strategic outcomes

Our strategy is framed around four strategic outcomes showing the impact we aim to have, and the forensic service we want to be in the future:

- Our people are supported through a positive working environment, enabling them to provide excellent forensic services
- Forensic Services are sustainable, adaptable and prepared for future challenges

- We deliver high quality, ethical services; and lead in order to advance forensic science
- We work collaboratively with partners to serve the needs of the public and criminal justice in Scotland.

Our new Operating Model, introduced in 2024, will also transform our service to Local Policing, especially in relation to volume crime.

Quality

Forensic Services aim to provide the highest standard of quality and consistency in all aspects of the work it carries out. We do this by performing inspection activities and testing in accordance with fully validated methods and customers' requirements, whilst maintaining economic viability of the test facility.

The majority of the work of Forensic Services has been accredited by the United Kingdom Accreditation Service (UKAS) to ISO17025, the rigorous standard for testing laboratories, for more than 25 years – this provides third-party quality assurance on the technical and managerial standards in place.

The United Kingdom Accreditation Service (UKAS) also provides accreditation services for UK crime scene investigation service providers to ISO17020. Forensic Services operates in compliance with the requirements of ISO17020 and is working towards accreditation.

Forensic Services is committed to:

- Delivering an impartial forensic service in keeping with good professional practice
- Continually developing the range, quality and cost-effectiveness of these services to meet customer requirements.

Forensic Services were the first large-scale forensic provider in the UK to be awarded accreditation from UKAS for our fingerprint comparisons in 2016.

The staff employed by Forensic Services are responsible for familiarising themselves with all relevant aspects of the Management System, including the Quality Policy Manual and the relevant procedures, and implementing them in all of the work they carry out.

Details of Forensic Services accredited services can be found on the UKAS Website.



Why work for us?

Inclusive Organisation

Forensic Services are committed to equality, diversity and inclusion.

We are working hard to increase diversity and inclusion, where communities are under-represented, including those from Black and Minority Ethnic (BME) communities, people of all ages, abilities, faiths, religions and gender, LGBTI communities and those from other disadvantaged or marginalised backgrounds, who share our values and wish to make a difference to the communities we serve.

All applications will be treated on merit, based on the evidence provided in your application and suitability for the role you have applied for.

We are committed to promoting a diverse workforce and achieving and promoting an organisational culture where staff can deliver excellence in forensic science for a safe, protected and resilient Scotland.

As part of that commitment we are an advocate for gender equality having pledged support for HeForShe.

HeForShe is a global solidarity movement for gender equality initiated by the United Nations with the aim of encouraging men and boys to speak out for gender equality recognising that gender equality is not just a women's issue but a basic human right that benefits everyone.

The Benefits

We offer a competitive benefits package that includes:

- Competitive salaries
- Annual salary increments
- Local Government Pension Scheme
- 28 days annual leave and 6 public holidays on appointment
- Wide range of family friendly policies
- Modern, spacious working environments
- Employee Assistance Programme
- Access to a range of staff associations.

Entry Requirements

The minimum requirements for Forensic Scientists and Forensic Examiner roles is an Honours Degree in a scientific discipline. Many candidates also hold a post graduate degree in a forensic science or science discipline. Entry level for a Scene Examiner role is HND, but preferably a degree in a scientific discipline.

Business Support roles have a minimum entry requirement of Higher Grades, dependent on the role being advertised.

Quality Lead roles within the Quality team require a degree in a scientific discipline, or equivalent professional qualification or experience.

Our Values

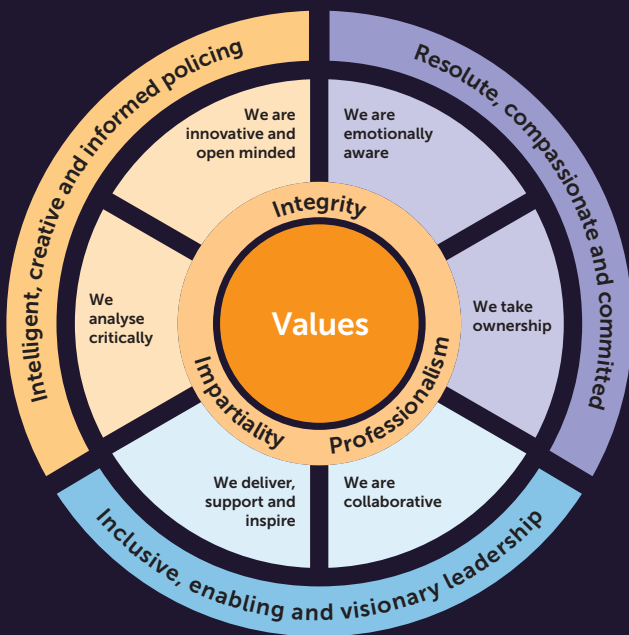
Integrity, Professionalism, Impartiality

Our Purpose

To provide excellent, innovative forensic services to support justice in Scotland and keep our communities safe and protected

Our Vision

Scientific excellence for safer communities



The Competency and Values Framework aims to support all Forensic Services, now and into the future. It sets out nationally recognised behaviours and values, which will provide a consistent foundation for a range of local and national processes. This framework will ensure that there are clear expectations of everyone working in Forensic Services, which in turn will lead to standards being raised for the benefit and safety of the public.

The framework has six competencies that are clustered into three groups. Under each competency are three levels that show what behaviours will look like in practice. All of the competencies are underpinned by our values that should support everything we do in Forensic Services. Each cluster has a heading and a description of why that area is important. Each competency includes a description and a list of behaviours which indicate that a person is displaying that particular competence.



New Operating Model

Forensic Services started implementing our New Operating Model in 2024. Forensic Services are widely recognised as a scientific leader who employ the latest technologies and have obtained quality accreditation by the United Kingdom Accreditation Service (UKAS) for more than 25 years.

To make the best use of this vast experience and expertise, an efficient operating model is required to release the potential of our 600 highly-trained and skilled staff.

From the crime scene to the court, the New Operating Model is designed to deliver an effective, efficient and robust service to our customers and partners. We hope that, with continuing development and innovation, the service provided will continue to be world-leading – and to be a service of which Scotland can be justifiably proud.

Capabilities

The New Operating Model will deliver services through three main capabilities rather than the previous departmental structure – allowing a more flexible and swifter approach to dealing with changes across the policing and justice sector.

The previous job descriptions meant that it could be difficult and slow to move staff when demand changed. The New Operating Model allows more flexibility with a swifter response reflecting these ever-changing crime demands – backed by a flexible business support across Forensic Services.

The capabilities are: Search & Recovery; Analysis; and Reporting.

Benefits

- More cost effective, using our skills and resources efficiently
- Resilience improvements to help meet changing demands and justice priorities
- Improved Research and Development in Forensic Science
- Greater emphasis on people management
- Staff expand skills through multi-skilling, improved training and development
- Maximising the benefits of local delivery of serious crime
- Faster delivery of intelligence.



Key Facts

Forensic Services deliver world-leading forensic science for a safe, protected and resilient Scotland.

Our people are our most important asset and demonstrate their professionalism and commitment to the provision of excellent forensic services on a daily basis.

Our budget for 2024/25 is more than £44million. This represents around 3% of the total SPA/Police Scotland budget.

Forensic Services are responsible for the DNA database. Details of the samples are regularly published on the Forensic Services website.

You can view our latest vacancies by visiting the Scottish Police Authority Recruitment section.

All Forensic Services staff abide by the Scottish Biometrics Commissioner code of practice.

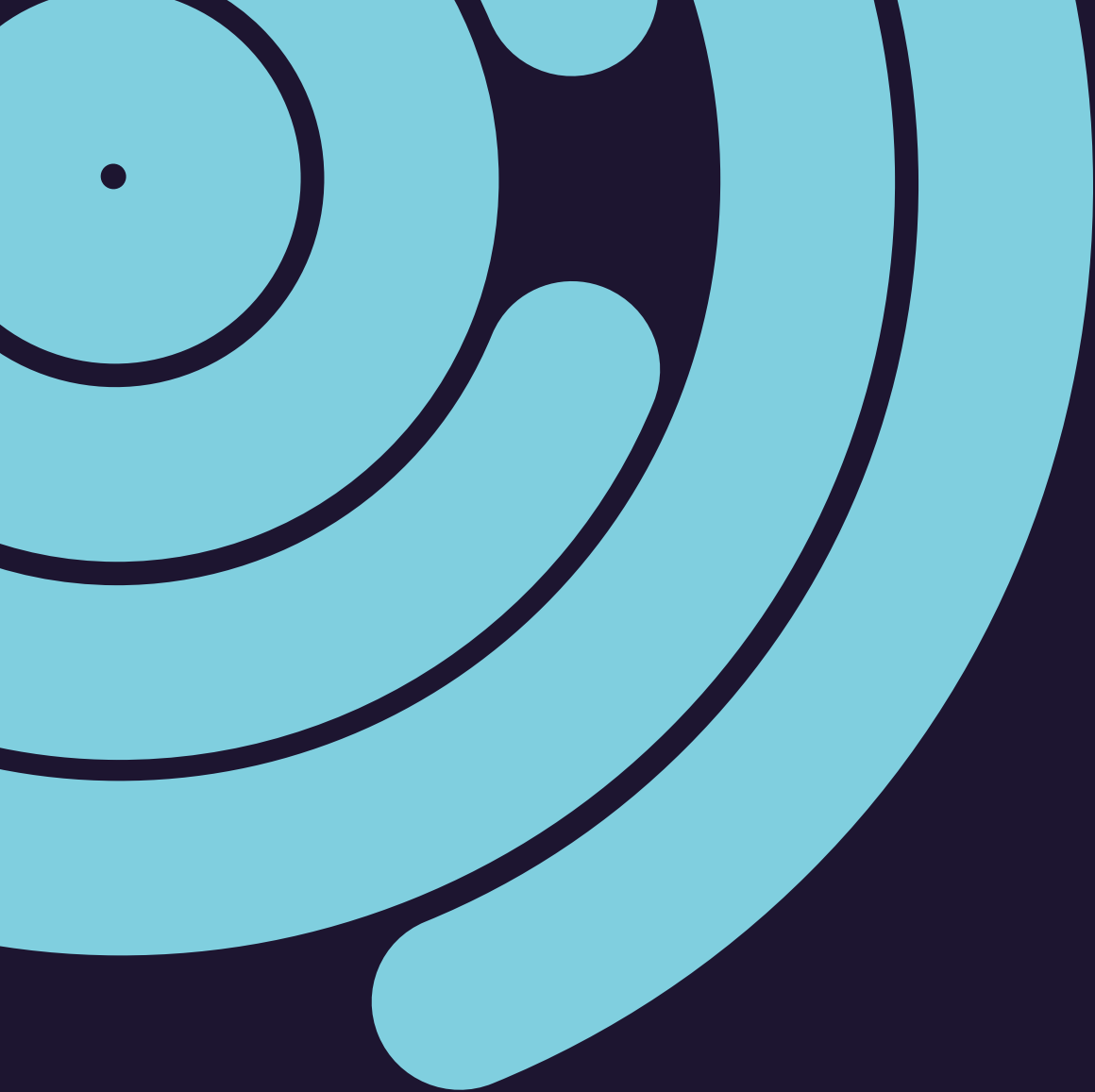
We have five main laboratories in Aberdeen, Dundee, Edinburgh, Glasgow, and the Scottish Crime Campus, Gartcosh. We also have 13 scene examiners sites around the country.

A Research Development and Innovation team was created to drive development of new techniques and methods.

UKAS Quality Accreditation achieved for more than 25 years, providing the highest standard of quality and consistency in all aspects of the work we carry out.

Stay up to date with our latest vacancies by signing up for job alerts on our application portal.

Due to the sensitive nature of our work, Forensic Services are unable to accommodate any visits or work experience including educational requests.



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