

Criminalist Firearm Examiner
Charlotte Mecklenburg Police Department Crime Lab
Charlotte, NC

Date Opened: Monday, November 03, 2025

Close Date: Wednesday, December 03, 2025

Salary: \$75,471.00 - \$94,339.00 Commensurate with Experience

Welcome to the City of Charlotte

Charlotte is America's Queen City, opening her arms to a diverse and inclusive community of residents, businesses and visitors alike. Here you will find a safe, family-oriented city where people work together to help everyone thrive. The mission of the City of Charlotte is to deliver quality public services and promote the safety, health, and quality of life for all residents.

Our guiding principles include:

- Attracting and retaining a skilled and diverse workforce
- Valuing teamwork, openness, accountability, productivity, and employee development
- Providing all customers with courteous, responsive, accessible, and seamless quality services
- Taking initiative to identify, analyze, and solve problems
- Collaborating with stakeholders to make informed decisions

SUMMARY

This is a technical and advanced professional level laboratory position responsible for the processing, analyzing, comparing and evaluating of physical evidence related to firearm and toolmark identification in an ANSI National Accreditation Board (ANAB) accredited crime laboratory.

MAJOR DUTIES AND RESPONSIBILITIES

- Performs the examination of evidence such as firearms, ammunition, ammunition components, tools and toolmarks.
- Test fires firearms for the determination of operability and the identification of malfunctions.
- Microscopically compares known fired evidence samples to evidential samples for the purpose of identification.
- Examines, evaluates, and identifies fired evidence components for the determination of type of firearm involved.
- Performs specialized tests related to firearms identification, (e.g., barrel length, serial number restorations, etc.).
- Generates detailed documentation related to all examinations, performs quality assurance and conducts laboratory procedures in accordance with ANAB policies.
- Provides expert testimony relating to results of analyses; consults with and advises attorneys and other law enforcement officials in forensic matters.
- Maintains safe conditions in the laboratory.

- Provides assistance in the field to police and crime scene search personnel as needed.

MINIMUM QUALIFICATIONS

- Bachelor's Degree or an advanced degree from an accredited college or university in a natural science, forensic science, or closely related field.
- Three (3) years of experience in firearm identification casework as a Firearm Examiner, Firearm Examiner Trainee or higher.
- Documented completion of a recognized training program performing microscopic comparisons of firearm and/or toolmark produced toolmarks.

PREFERRED QUALIFICATION

- Three (3) years of full-time documented experience as a Firearm Examiner in an ANSI National Accreditation Board (ANAB) or ISO/IEC 17025 accredited crime laboratory.
- Documented testimony as an expert witness in firearm identification
- Familiarity and/or training working with firearm related databases such as the National Integrated Ballistic Information Network (NIBIN)
- Experience in multiple disciplines such as Firearms, Toolmarks, Serial Number Restoration, Shoe Print and/or Tire Tread Analysis.

KNOWLEDGE, SKILLS & ABILITIES

- Knowledge of the principles, methods, equipment, and current techniques used in forensic evidence testing including firearm identification, toolmark examination and related subjects.
- Knowledge of the methods used in collecting and preserving physical evidence, maintaining legal chain of custody and presenting such evidence in court as an expert witness.
- Knowledge of laws, rules, regulations, policies, procedures, quality assurance, accreditation, laboratory paperwork, terminology and core operations of a forensic laboratory.
- Knowledge of ANAB and ISO 17025 accreditation standards, forensic laboratory quality assurance and general laboratory safety.
- Ability to examine, identify, and analyze firearms, ammunition, their components and related materials.
- Ability to identify fired bullets, cartridges cases, and other ammunition components as having been fired from a specific weapon.
- Ability to evaluate, handle, load and test fire various types of firearms in a safe manner.
- Ability to work safely with biological and chemical hazards without presenting a direct threat to self or others.
- Ability to communicate effectively, to formulate and present ideas in an effective manner and to create comprehensive understandable reports of findings.
- Ability to follow oral and written procedures and policies and the ability to read and comprehend authoritative directives, laws, and ordinances.

ADA and Other Requirements:

- Positions in this class typically require grasping, talking, hearing, seeing, and repetitive motions.

Physical Requirements:

- Sitting, standing, climbing, or walking for extended periods of time
- Communicate both verbally and by writing to exchange information
- Light to moderate lifting and carrying; some crouching, stooping, squatting, crawling, reaching, pushing, and pulling when responding to calls
- Ability to see, hear, and communicate information effectively

Sensory Requirements:

- Concentrated and attentive use of one or more senses (visual, audio, and other sensory modalities)
- Ability to operate in an environment with frequent interruptions from people and/or noises, which in return could result in some level of stress, fatigue, or strain.
- Ability to comprehend written information in work-related documents.
- Ability to hear, understand, and distinguish speech.

Working Conditions:

Indoor/outdoor environment with varying weather & environmental conditions. Maybe present at crime scenes and exposed to deceased individuals.

CONDITIONS OF EMPLOYMENT

The City's Background Check Policy requires background checks to be conducted on final internal or external candidate(s) applying for any position with the City of Charlotte. The type of information that will be collected as part of a background check includes, but is not limited to: reference checks, social security verification, education verification, criminal conviction record check, and, if applicable, a credit history check, sex offender registry and motor vehicle records check.

Background checks must be in compliance with all federal and state statutes, such as the Fair Credit Reporting Act (FCRA). The checks must be consistent with the guidelines set forth by these laws requiring organizations to obtain a candidate's written authorization before obtaining a criminal background report, motor vehicle records check or credit report; and to properly store and dispose of information derived from such reports.

Final candidates must pass a pre-employment drug-screening test and physical examination. During the selection process, candidates may be asked to take a skills test, and/or participate in other assessments.

The City of Charlotte is an Equal Opportunity Employer and does not unlawfully discriminate on the basis of race, religion, color, sex, national origin, marital status, age, disability, sexual orientation, political affiliation or on the basis of actual or perceived gender as expressed through dress, appearance, or behavior.

Our culture is to serve the community honorably.

HOW TO APPLY

Apply online at the City of Charlotte website. [Careers](#)
or, <https://www.charlottenc.gov/City-Government/City-Jobs>

Federal law requires employers to provide reasonable accommodations to qualified individuals with disabilities. Please tell us if you require a reasonable accommodation to apply for a job.

You are welcome to visit the City of Charlotte Human Resources Department lobby, where self-service application kiosks are available. They are located in our office at 700 East 4th Street, Suite 200, Charlotte, NC 28202. We are open Monday through Friday, from 9:30 a.m. to 3:30 p.m. (EST), excluding official City holidays.

For questions about your application or the hiring process, please email Careers@ci.charlotte.nc.us.

The City of Charlotte is committed to making our services and programs accessible to all. Upon request, auxiliary aids, written materials in alternate formats, language access, and other reasonable accommodations or modifications will be provided. To make a request, please fill out the [Innovation & Technology ADA request form](#) or call 704.336.4120.

BENEFITS

The City of Charlotte provides a comprehensive benefits package to eligible employees.

Click [here](#) to learn more about the City of Charlotte's benefits.

The City of Charlotte is a drug and alcohol-free workplace.