

Security and Law Enforcement Community of Interest 1811-Criminal Investigating Career Road Map

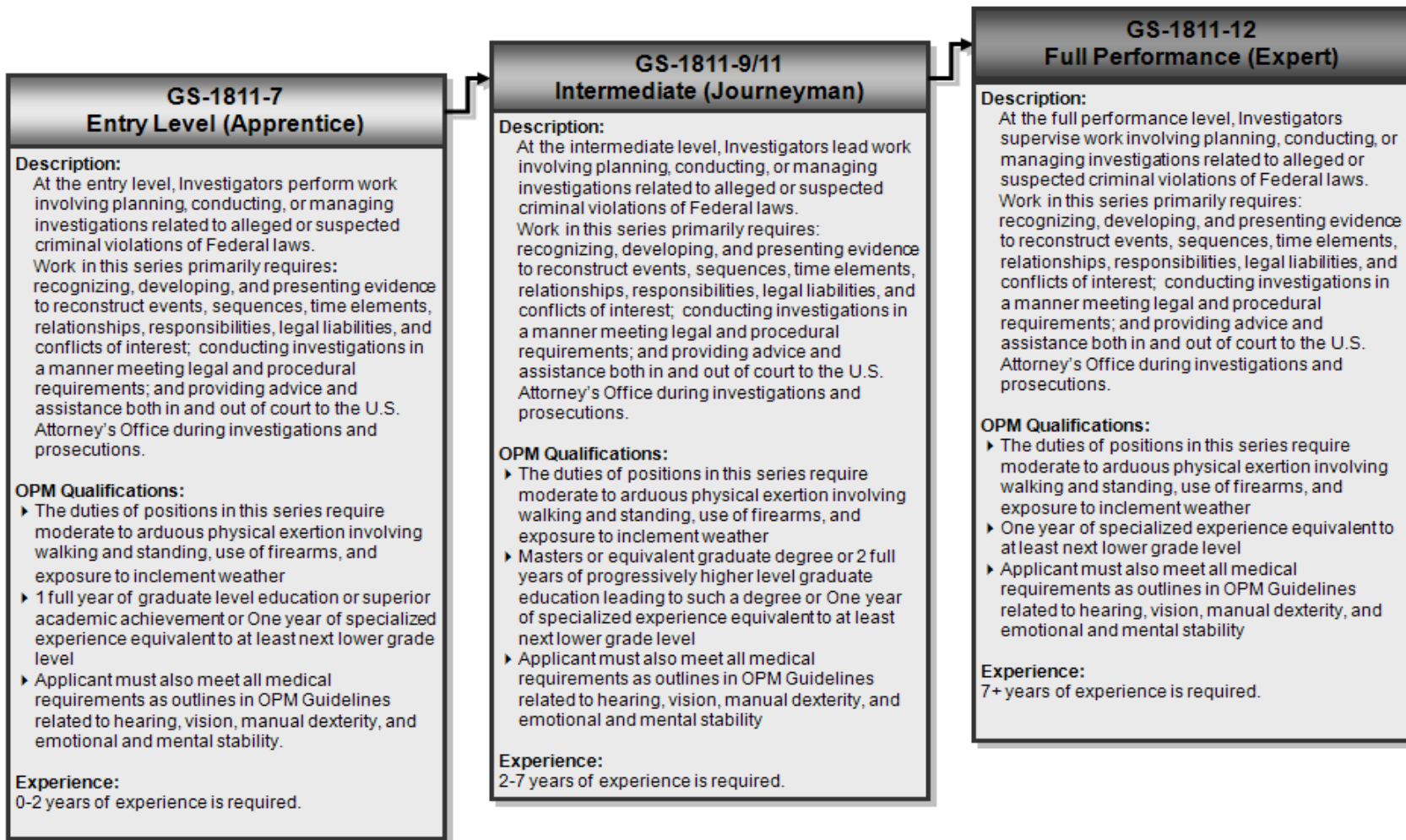


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Career Progression within the 1811 Occupational Series is Marked by Advancing Levels of Expertise in Matters of Criminal Investigating



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Proficiency and Skill Level Definitions for 1811

- ▶ The **Proficiency Rating Scale** below details the proficiency ratings and their corresponding definitions. Proficiency levels describe the levels of a competency required to perform a specific job successfully; these levels relate to the work required for a specific job. Different jobs require different levels of proficiency for successful performance.

PROFICIENCY RATING	PROFICIENCY
0	N/A - Non Applicable/No Knowledge Necessary
1	No Proficiency - Conceptual Knowledge Only/No Experience
2	Low Proficiency - Able to Apply with Help
3	Moderate Proficiency - Able to Apply Autonomously
4	High Proficiency - Proficient/Able to Help Others
5	Very High Proficiency - Expert Knowledge

- ▶ The Communities of Interest have outlined a career progress structure that more accurately reflects the change in your abilities and responsibilities over time. That structure is called the **Skill Level Structure**. It is associated with each Occupational Series and follows you from the time you are an entry-level employee until you reach management levels. Career progress in the USMC has traditionally been based on the Federal Government pay schedule system and the ranges within the pay schedule system are associated with the Skill Levels.

JOB SKILL LEVEL	SKILL BAND DEFINITION	JOB SKILL LEVEL PAY PLAN	BEGINNING GRADE	TARGET GRADE
1	Apprentice	GS-7	7	7
2	Journeyman	GS-9/11	9	11
3	Expert	GS-12	12	12

- ▶ Behavioral Indicators: It is important to define how the competencies are manifested at different proficiency levels. In other words, what behaviors do incumbents in the Occupational Series demonstrate that indicate various levels of proficiency in each competency area. These demonstrations are referred to as behavioral indicators, and provide an objective description of the behavior that you might view in an individual that provides evidence that they either have or do not have the competency of interest. These are examples of what behaviors could look like and are not inclusive of all behaviors that demonstrate each level of performance for the competency. Rather, this is a tool to help guide evaluations of employee performance and should **not** be used as a checklist for employees' behaviors.



Desired Certifications, Academic Credentials and Training for 1811

Level 1	Level 2	Level 3
Desired Certifications		
Desired Academic Credentials		
High School Graduate	Any BS/BA Degree	Any BS/BA Degree
Any BS/BA Degree		
Desired Training		
Crisis Hostage Negotiation 1	Crisis Hostage Negotiation 2	Crisis Hostage Negotiation 3
Crime Scene Technology 1	Crime Scene Technology 2	Crime Scene Technology 3
Protective Service Operation	Death Investigation	Advanced Techniques in Evidence and Property Management
Narcotic Identification and Investigation	Computer Network Investigation	Computer Network Investigation

**The courses found on this page and throughout this roadmap are recommended courses and may not be inclusive of all training available.*



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Behavioral Indicators

Law Enforcement Training Services

DEFINITION

Conducts training for other law enforcement officers who provide agency participants with specific investigative skills and techniques in a wide variety of topical areas (e.g., domestic violence, juveniles, evidence handling, crime scene preservation, etc..) to improve their law enforcement capabilities.

Entry	Intermediate	Full Performance
<ul style="list-style-type: none"> - Provides training in basic law enforcement fundamentals relevant to the mission of the organization (e.g., note taking, statement taking, rights advisement) - Observes and assists other criminal investigators in providing training in law enforcement topics (e.g., domestic violence, drug recognition, evidence handling) - Ensures that all training is completed in accordance with current policies and directives 	<ul style="list-style-type: none"> - Provides training in intermediate law enforcement topics relevant to the mission of the organization (e.g., domestic violence, drug recognition, evidence handling) - Coaches and mentors others in effective law enforcement training procedures - Identifies training resources - Designs training materials (e.g., presentations, guides) in alignment with performance and learning objectives - Uses innovative technologies to facilitate the development and delivery of training, education, and awareness programs 	<ul style="list-style-type: none"> - Provides training in advanced law enforcement topics relevant to the mission of the organization (e.g., sexual assault, crime scene processing,) - Provides and coordinates training for external groups and organizations (e.g., family advocacy advisors) and senior leadership - Evaluates training deficiencies and develops programs/initiatives to address gaps - Educates leadership on the value added of training programs



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Competency-Based Training Opportunities

Law Enforcement Training Services

Skill Level	Proficiency		DEFINITION	
	Min	Max		
1	1	2	Conducts training for other law enforcement officers who provide agency participants with specific investigative skills and techniques in a wide variety of topical areas (e.g., domestic violence, juveniles, evidence handling, crime scene preservation, etc.) to improve their law enforcement capabilities.	
2	3	4		
3	4	5		
Course			Skill Level	Institution
Verbal Judo 102: Professional Communications Skills Instructor			1,2,3	IPTM
Verbal Judo: Train-the-Trainer			1,2,3	IPTM



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Behavioral Indicators

Protective Services

DEFINITION

Protects and defends dignitaries and high-profile individuals against all threats; conducts planning, route reconnaissance, personnel and facility vulnerability assessments; coordinates K-9 support (e.g., bomb sweeping); liaises with other agencies (e.g., secret service, local police, etc.).

Entry	Intermediate	Full Performance
<ul style="list-style-type: none"> - Knows and identifies equipment used in Protective Service Detail (PSD; e.g., hard vehicles, radios, lapel pins) - Participates in basic PSD missions (e.g., on-base dignitaries, standing post, perimeter surveillance) with supervision - Works with K-9 teams to sweep building and/or scenes to secure the area - Identifies potential escape routes 	<ul style="list-style-type: none"> - Participates or lead in PSD missions - Identifies safe havens to use in hostile environments (e.g., churches, police stations) - Participates in route reconnaissance (e.g., identifies primary and secondary routes) - Coordinates K-9 support 	<ul style="list-style-type: none"> - Acts as a liaison for outside agencies (e.g., secret service, NCIS, local police) - Plans and coordinates the PSD mission with criminal investigators and other personnel (e.g., secret service, NCIS, airports officials, local police, fire, and medical departments) - Mentors and trains other criminal investigators in PSD activities



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Competency-Based Training Opportunites

Protective Services			
Skill Level	Proficiency		DEFINITION
	Min	Max	
1	1	2	Protects and defends dignitaries and high-profile individuals against all threats; conducts planning, route reconnaissance, personnel and facility vulnerability assessments; coordinates K-9 support (e.g., bomb sweeping); liaises with other agencies (e.g., secret service, local police, etc.).
2	3	4	
3	4	5	
Course		Skill Level	Institution
Protective Service Operations in Service Training Program		1,2,3	FLETC



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Behavioral Indicators

Criminal Investigations

DEFINITION

Conducts criminal investigations; applies investigative techniques and the rules of evidence, the laws of criminal procedure, trace evidence collection, jurisdictional boundaries, and court precedents concerning the admissibility of evidence, constitutional rights, search and seizure, and related issues. Is capable of discerning reasonable suspicion that a crime has occurred based upon evidence; determines probable cause through investigative techniques; conducts interviews and interrogations; develops contacts and informants; possesses knowledge of Federal, State, and local regulations and laws.

Entry	Intermediate	Full Performance
<ul style="list-style-type: none"> - Performs basic criminal investigation activities (e.g., secures crime scenes) under minimal supervision/guidance - Has a basic knowledge of installation regulations and federal, state, and local laws - Observes interviews and interrogations conducted by more senior colleagues; learns effective investigative or data collection techniques - Awareness of search and seizure laws and protocols - Understands the difference between interviews and interrogations - Writes thorough reports relating to criminal investigative activities under minimal supervision/guidance 	<ul style="list-style-type: none"> - Independently performs criminal investigation activities - Applies knowledge of installation rules and regulations in relation to criminal investigative procedures (e.g., rules of evidence, chain of custody, search and seizure, rights of the accused) - Is competent in all aspects of crime scene processing protocol (e.g., identify, photograph, catalog, collect, preserve, store) - Conducts relevant data collection, searching, undercover operations and procedures - Writes thorough reports relating to criminal investigative activities - Participates in and conducts criminal investigative activities (e.g., arrest and search warrants); guides and assists junior colleagues in conducting criminal investigative activities - Collaborates with other law enforcement agencies on criminal investigative activities - Uses investigative tools and techniques (e.g., interviews, photography, video, print collection, biological sample collection) 	<ul style="list-style-type: none"> - Directs criminal investigation activities; evaluates recommendations for implementation - Oversees the full procedure for conducting a search warrant utilizing extensive knowledge of relevant protocols - Oversees relevant data collection, searching, and undercover operations and procedures - Leads investigative, surveillance, arrest, and other similar efforts in a multitude of scenarios - Evaluates information to determine the merits of investigative actions; monitors the investigation and after-action taking place - Initiates and maintains control over undercover law enforcement operations - Serves as the primary liaison to other law enforcement agencies in coordinated criminal investigative activities - Assesses and evaluates compliance with search and seizure laws on an individual case basis



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Competency-Based Training Opportunities

Criminal Investigations

Skill Level	Proficiency		DEFINITION
	Min	Max	
1	1	2	Conducts criminal investigations; applies investigative techniques and the rules of evidence, the laws of criminal procedure, trace evidence collection, jurisdictional boundaries, and court precedents concerning the admissibility of evidence, constitutional rights, search and seizure, and related issues. Is capable of discerning reasonable suspicion that a crime has occurred based upon evidence; determines probable cause through investigative techniques; conducts interviews and interrogations; develops contacts and informants; possesses knowledge of Federal, State, and local regulations and laws.
2	3	4	
3	4	5	

Course	Skill Level	Institution
Advanced Issues in Domestic Violence Investigations	2,3	FLETC
Advanced Techniques in Shooting Reconstruction	2,3	NUCPS
Child Abuse Investigation	1,2	SBCS
Crime Scene Processing Workshop	1,2	IPTM
Crime Scene Technology 1	1,2,3	NUCPS
Crime Scene Technology 2 Crime Scene Practicum	1,2,3	NUCPS
Crime Scene Technology 3 Advanced Techniques Workshop	1,2,3	NUCPS
Death Investigation	1,2	NUCPS
Deviant Sexual Behavior and Related Criminal Activity	2,3	IPTM
Financial Crime Investigation	1,2	NUCPS
Financial Forensics Techniques Training Program	2,3	FLETC
Interviewing and Interrogation	1,2,3	Reid Institute
Introduction to Fraud Investigation Training Program	1,2	FLETC



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Competency-Based Training Opportunities

Criminal Investigations

Skill Level	Proficiency		DEFINITION
	Min	Max	
1	1	2	Conducts criminal investigations; applies investigative techniques and the rules of evidence, the laws of criminal procedure, trace evidence collection, jurisdictional boundaries, and court precedents concerning the admissibility of evidence, constitutional rights, search and seizure, and related issues. Is capable of discerning reasonable suspicion that a crime has occurred based upon evidence; determines probable cause through investigative techniques; conducts interviews and interrogations; develops contacts and informants; possesses knowledge of Federal, State, and local regulations and laws.
2	3	4	
3	4	5	

Course	Skill Level	Institution
Law Enforcement Advance Interviewing Training Program	2,3	FLETC
Narcotic Identification and Investigation	1	IPTM
Scientific Content Analysis (Scan) Basic Course	1,2,3	LSI



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Behavioral Indicators

Crime Scene Preservation and Evidence Collection

DEFINITION

Obtains testimonial evidence through interview, interrogation, and elicitation methodologies; determines the veracity and credibility of testimonial evidence; determines the credibility of physical evidence utilizing scientifically validated techniques and instrumentation; determines the types (testimonial and physical) of evidence necessary to establish the elements of proof; applies approved evidence collection methodologies; secures the crime scene, maintains perimeter security and integrity of the crime scene; ensures transportation of evidence to laboratories (e.g., USACIL).

Entry	Intermediate	Full Performance
<ul style="list-style-type: none"> - Knowledge of the methods for obtaining testimonial and physical evidence - Conducts interviews and interrogations with supervision and guidance - Assists lead investigators in evidence gathering activities (e.g., takes notes, makes copies, document retrieval) - Observes and assists more senior investigators in evidence gathering activities - Identifies the types and sources of evidence that may be relevant to the investigation with supervision and guidance - Understands the fundamentals of criminal investigative procedures (e.g., basic crime scene investigation and protection) 	<ul style="list-style-type: none"> - Conducts/leads interviews and interrogations - Knows the questions to ask and how to organize them to maximize the success of interviews and interrogations - Develops the interview and interrogation sequence to maximize the efficiency and effectiveness of the investigation - Coaches and mentors others in effective interviewing, interrogation, and evidence gathering techniques - Understands the difference between circumstantial and direct evidence and how it applies to and impacts the investigation - Evaluates the credibility of testimonial evidence to determine the relative value of the information - Independently identifies and collects evidence relevant to the investigation 	<ul style="list-style-type: none"> - Develops interview and interrogation plans involving multiple crimes, victims, and/or subjects; directs others on the interview/interrogation plan implementation - Reviews results of interview and interrogations to ensure completeness and that all requirements have been met - Evaluates evidence gathering techniques to ensure that appropriate and legal methods were employed - Reviews criminal scientific reports (e.g., fingerprint, ballistics, DNA) to determine impact on the investigation plan



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Competency-Based Training Opportunitites

Crime Scene Preservation and Evidence Collection

Skill Level	Proficiency		DEFINITION	
	Min	Max		
1	1	2	Obtains testimonial evidence through interview, interrogation, and elicitation methodologies; determines the veracity and credibility of testimonial evidence; determines the credibility of physical evidence utilizing scientifically validated techniques and instrumentation; determines the types (testimonial and physical) of evidence necessary to establish the elements of proof; applies approved evidence collection methodologies; secures the crime scene, maintains perimeter security and integrity of the crime scene; ensures transportation of evidence to laboratories (e.g., USACIL).	
2	3	4		
3	4	5		
Course			Skill Level	Institution
Advanced Techniques in Evidence and Property Management			2,3	NUCPS
Advanced Techniques in Shooting Reconstruction			2,3	NUCPS
Bloodstain Evidence Workshop 2			1,2	NUCPS
Crime Scene Processing Workshop			1,2	IPTM
Crime Scene Technology 1			1,2,3	NUCPS
Crime Scene Technology 2 Crime Scene Practium			1,2,3	NUCPS
Crime Scene Technology 3 Advanced Techniques Workshop			1,2,3	NUCPS



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Behavioral Indicators

Crisis Hostage Negotiations

DEFINITION

Manages negotiations with non-violent means and mitigates a threat involving the taking of hostages, a barricaded subject, or a potential suicide victim.

Entry	Intermediate	Full Performance
<ul style="list-style-type: none"> - Manages intelligence and information and critical aspects of law enforcement threats that will use specific techniques for managing the flow of information during a crisis - Identify crisis and recognize signs that may indicate the immediacy of suicidal intent and use information to secure scene and place other rescue personnel in position 	<ul style="list-style-type: none"> - Manages intelligence and information and critical aspects of law enforcement threats that will use specific techniques for managing the flow of information during a crisis - Identify crisis and recognize signs that may indicate the immediacy of suicidal intent and use information to secure scene and place other rescue personnel in position 	<ul style="list-style-type: none"> - Manages intelligence and information and critical aspects of law enforcement threats that will use specific techniques for managing the flow of information during a crisis - Identify crisis and recognize signs that may indicate the immediacy of suicidal intent and use information to secure scene and place other rescue personnel in position - Oversees, develops and manages all crisis negotiation teams to manage the media, legal risks and negotiator stress



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Competency-Based Training Opportunities

Crisis Hostage Negotiations

Skill Level	Proficiency		DEFINITION
	Min	Max	
1	1	2	Manages negotiations with non-violent means and mitigates a threat involving the taking of hostages, a barricaded subject, or a potential suicide victim.
2	3	4	
3	4	5	

Course	Skill Level	Institution
Crime Analysis in the Information Age	1,2,3	ILEA
Crisis Hostage Negotiations - Level I	1,2,3	IPTM
Crisis Hostage Negotiations - Level II (Intermediate)	1,2,3	IPTM
Crisis Hostage Negotiations - Level III (Advanced)	1,2,3	IPTM
Crisis Negotiation: Managing the Suicidal Crisis	1,2,3	IPTM



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Behavioral Indicators

Technology Application

DEFINITION

Uses tools, instruments and equipment effectively. Uses computers and computer applications (e.g., word processing programs, database programs, video recording systems, digital cameras, voice recorders, etc.) to analyze and communicate information. Use of equipment as needed (e.g., fingerprint equipment, trace evidence detection equipment, electronic surveillance equipment, etc.).

Entry	Intermediate	Full Performance
<ul style="list-style-type: none"> - Communicates via email - Researches information on the Internet - Uses specified technology to perform routine tasks with the direction of supervisors 	<ul style="list-style-type: none"> - Identifies, selects, and applies appropriate technology to perform moderately complex investigations - Identifies equipment/application requirements to support the department - Identifies malfunctions of equipment and requests appropriate maintenance - Stays current and informed about changes in technology 	<ul style="list-style-type: none"> - Identifies, selects, and applies current technology trends to perform complex investigations - Instructs others in the use of technologies (e.g., fingerprint machines, cameras, surveillance equipment, static dust lifter)



Competency-Based Training Opportunities

Technology Application

Skill Level	Proficiency		DEFINITION
	Min	Max	
1	1	2	Uses tools, instruments and equipment effectively. Uses computers and computer applications (e.g., word processing programs, database programs, video recording systems, digital cameras, voice recorders, etc.) to analyze and communicate information. Use of equipment as needed (e.g., fingerprint equipment, trace evidence detection equipment, electronic surveillance equipment, etc.).
2	3	4	
3	4	5	

Course	Skill Level	Institution
Bloodstain Evidence Workshop 2	1,2	NUCPS
Computer Network Investigations Training Program	2,3	FLETC
Crime Analysis in the Information Age	1,2,3	ILEA
Digital Evidence Acquisition Specialist Training Program	1,2	FLETC
Digital Photography for Law Enforcement	1,2	IPTM
Investigating by Computer	1,2,3	ACFE
Light Energy Applications for Law Enforcement	1,2,3	IPTM
Seized Computer Evidence Recovery Specialist	1,2	FLETC
Shooting Reconstruction and Officer Involved Shootings	1,2,3	NUCPS
Technology Application	1,2	NUCPS

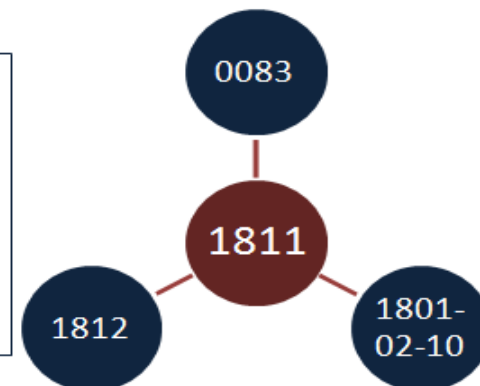


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Security Emergency Services Internal Community Career Path

1811 Criminal Investigation		
<p style="text-align: center;">0083 Police</p> <ul style="list-style-type: none"> •Competency Gaps: Installation Security & Protection; Traffic Enforcement •Certification Gaps: Position Specific Specialized Training •GS 3-12 is the recommended level to cross over 	<p style="text-align: center;">1801-02-10 General Investigation</p> <ul style="list-style-type: none"> •Competency Gaps: Compliance & Systemic Inspection •No Certification Gaps •GS 9-13 is the recommended level to cross over 	<p style="text-align: center;">1812 Environmental Law Enforcement</p> <ul style="list-style-type: none"> •Competency Gaps: Visual/Auditory Identification; Fish & Wildlife Laws •No Certification Gaps •GS 9-12 is the recommended level to cross over

This graphic shows the 1811 Criminal Investigation series other series that they can cross over into and be competitive in the hiring process. A **Competency Gap** is the difference between the current competency level of employees and the required competency level. A **Certification Gap** is the difference between the current certification levels of employees and the required certification levels.



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Acronyms Defined

Acronym	Acronym Defined
ACFE	Association of Certified Fraud Examiners
FLETC	Federal Law Enforcement Training Center
ILEA	Indiana Law Enforcement Academy
IPTM	Institute of Police Technology and Management
LSI	Laboratory for Scientific Interrogation, Inc.
NUCPS	Northwestern University Center for Public Safety
Reid Institute	JOHN E. REID & ASSOCIATES, INC.
SBCS	School of Business and Computer Science

**For additional courses supporting the following behavioral competencies: Communication, Leadership, Self Management and Planning, Decision Making, Problem Solving, Teamwork, and Health Safety please refer to the Civilian leadership Development (CLD) Course Catalog. This catalog can be found on this website:*

https://www.manpower.usmc.mil/pls/portal/docs/PAGE/M_RA_HOME/MP/MPC/CWM/TRAININGRESOURCES/CIVILIAN%20LEADERSHIP%20COURSE%20CATALOG/MP_MPC_TR_C_LCC_REF/FULL%20COURSE%20CATALOG.PDF



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