

# TIM FAYLE

[timfayle@hotmail.com](mailto:timfayle@hotmail.com)

## PROFESSIONAL SUMMARY

Highly effective Fingerprint Identification Expert with over 20 years of fingerprint experience and over 23 years of forensic science experience in both Australia and the United States of America. More than 5 years of managerial experience and an additional 7 years of supervisory experience of up to 17 staff members. Successful balance of \$3.5 million p/a budget.

Experience with US, Australian and New Zealand policing systems. Respected expert and sought after lecturer for training and conferences throughout Australia, USA and worldwide. Current roles include Training Capability Lead for Idemia Australia, and Chair for the International Association for Identification Latent Print Certification Board. Recipient of the Humanitarian Overseas Service Medal.

## EDUCATION

Bachelor of Science (Honors)  
Applied Chemistry in Forensic  
Science degree, University of  
Technology, Sydney (UTS), 2002

Diploma of Public Safety (Forensic  
Investigations) in Fingerprint  
Identification, Canberra Institute of  
Technology (CIT), Australia, 2008

## CERTIFICATIONS

Certificate of Expertise in the  
Science of Fingerprints,  
Australasian Forensic Sciences  
Assessment Body (AFSAB), Nov  
2009 - present

Certified Latent Print Examiner,  
International Association for  
Identification, May 2011- present

## CAREER

Training Capability Lead, Idemia  
Australia, Oct 2021 – Present

Instructor, Ron Smith & Associates,  
USA, Dec 2021 – Present

Director, Fingerprint Identification,  
Santa Clara County Sherriff's  
Office, Jan 2016 – Oct 2021

Latent Fingerprint Examiner  
Supervisor, Santa Clara County  
Sherriff's Office, Feb 2015 – Dec  
2015

Latent Fingerprint Examiner II & III,  
Santa Clara County Sherriff's  
Office, Jan 2012 – Jan 2015

Chair of IAI Latent Print  
Certification Board, 2019 - present

Board Member of IAI Latent Print  
Certification Board, 2015 - present

## WORK HISTORY

### **IDEMIA AUSTRALIA, SYDNEY, NSW, AUSTRALIA**

#### **Training Capability Lead**

**Oct 2021 – Present**

- Responsible for defining and overseeing the development of Training strategy, materials and training execution for a number of agencies across Australia undergoing a significant system upgrade and Transformation
- Creating specific training material aimed at Forensic processes which have evolved over time and are constantly evolving to ensure correct processes and compliance are adhered to.
- Deliver specific framework and processes required to provide ongoing onboarding, generic (usability) and specialized training programs for a number of existing clients.
- Create Training Strategy and approach
- Define / design Generic (usability) Training and Specific (Forensic) training modules and identify relevant content to be included
- Define each Training module Test success criteria
- Oversee and Manage quality of the Training Material / modules delivery
- Define and develop Train the trainer, training module/s
- Assist in defining trainer skillsets and selection criteria
- Assist in trainer recruitment process
- Conduct the Train the Trainer session/s
- Assist in defining training requirements and outcomes during Sprint planning sessions
- Define specific Q and A elements as well as enhancements for existing software help modules and guides
- Define the Process of communicating and implementing changes based on Client and Partner Agencies feedback during initial prototype training, formal pre deployment training or specific Forensic training
- Work with the Programs and Capability Lead to create specific offerings for any future "Forensics Assist" opportunities

### **RON SMITH & ASSOCIATES, USA**

#### **Instructor**

**Dec 2021 – Present**

- Creator, developer and instructor of an innovative eight hour online training course designed for fingerprint examiners worldwide, titled 'Social Media Fingerprints and Other Inadvertently Photographed Ridge Detail'
- Course is approved for IAI Latent Print Certification / Recertification credit

### **SANTA CLARA COUNTY SHERRIFF'S OFFICE, SAN JOSE, CA, USA**

#### **Director, Fingerprint Identification**

**Jan 2016 – Oct 2021**

#### **Latent Fingerprint Examiner Supervisor**

**Feb 2015 – Dec 2015**

#### **Latent Fingerprint Examiner III**

**July 2013 – Jan 2015**

#### **Latent Fingerprint Examiner II**

**Jan 2012 – June 2013**

- Manage county-wide fingerprint service (tenprint, latent, and deceased identification), including reporting to the state as per California penal code requirements (Cal-ID Program Manager for Santa Clara County), and interacting with heads of 13 different police agencies in the county, as well as other state and federal agencies.
- Successfully manage annual budgets, in excess of \$3.5 million
- Manager of authorized staffing level of up to 17 people. and reporting of the unit, and day to day management of staff and a critical County function.

## **CAREER (cont.)**

Fingerprint Expert – Crime Scene Officer (CSO), Forensic Services Group, New South Wales Police Force, Australia, Oct 2005 – Dec 2011

Scene of Crime Officer (SOCO) Forensic Services Group, New South Wales Police Force, Australia, Feb 2003 – Oct 2005

Fingerprint Science Lecturer, Canberra Institute of Technology (CIT), Australia, Jan 2009 – Jan 2012

## **AWARDS**

Recipient of the Humanitarian Overseas Service Medal for contribution to the 2011 Christchurch Earthquake disaster, 2012

## **PRESENTER OF FORENSIC LECTURES**

IAI Conference in Orlando, FL, USA, 2025

Queensland Police Service Experts Conference, QLD, Australia, 2025

IAI Conference in Reno, NV, USA, 2024

International Association of Forensic Sciences (IAFS) Conference in Sydney, Australia, 2023

IAI Conference in National Harbor, MD, USA, 2023

IAI Conference in Omaha, NE, USA, 2022

IAI Conference in Nashville, TN, USA, 2021

European Division of the IAI (Virtual), 2020

Australian and New Zealand Forensic Science Society (Virtual), 2020

IAI Conference in Reno, NV, USA, 2019

- Manager of the critical county wide infrastructure for the Automated Fingerprint Identification System (AFIS), and all criminal Livescans, mugshot systems and mobile ID devices in the county.
- Technical Manager in charge of the Sheriff's Identification Unit (SIU), successfully attaining and maintaining ISO 17020 Accreditation since 2018.
- Implemented training of staff to upgrade to criminalist positions.
- Upgrade of county wide Automated Fingerprint Identification System (AFIS).
- Plan, organize and manage the Sheriff's Identification Unit.
- Managed the Santa Clara County Sheriff's Office Identification Unit (SIU) through the COVID-19 pandemic, including rapid responsiveness to initiating and managing employees working from home, social distancing measures in the workplace, and effective daily cleaning procedures.
- Establish procedures for Santa Clara County's Cal-ID/AFIS program.
- Interview, select, supervise, and evaluate unit staff.
- Review methods used in fingerprint/palm print identification and the results achieved for compliance with quality assurance standards.
- Direct and evaluate the training process of new employees.
- Responsible for writing standard operating procedures, quality manual and training manual for SIU.
- Give expert testimony in court (or at formal hearings) on characteristics of latent and tenprint fingerprint identification and comparison.
- Function as the in-house expert on forensic fingerprint matters for the Santa Clara County Sheriff's Office and assist in training of Sheriff's Academy cadets and new sworn officers.
- Analyze, compare and evaluate latent prints using manual and digital techniques.
- Testified as an expert in State and Federal Courts more than 50 times total, including high profile cases such as the Sierra LaMar homicide case.
- Train and mentor staff to reach a level in order to test for expert certification, over a 4 year period.
- Ongoing teaching and training of staff in new technology and techniques, changes to procedures, up-to-date maintenance of knowledge and skills, and refresher courses.
- Reduced significant backlogs to more easily manageable caseloads, despite understaffing issues.
- Implemented targeted cold case work, resulting in numerous new leads for detectives in dozens of cold case homicides.

## **INTERNATIONAL ASSOCIATION FOR IDENTIFICATION, LATENT PRINT CERTIFICATION BOARD.**

**Chair and Board Member**

**2019 – present**

**Board Member of IAI Latent Print Certification Board**

**2015 – present**

### **(Volunteer Positions)**

- As Chair, responsible for overseeing and administering the IAI's Latent Print Certification Program, a worldwide professional certification program for fingerprint examiners (approximately 1,000 examiners worldwide hold this certification).
- Member of the Forensic Certification Management Board (FCMB), which develops policies and procedures used to govern all IAI certification programs.
- Responsible for ensuring board activities adhere to the FCMB Operations Manual.
- Responsible for organizing board meetings, ensuring board members complete assigned tasks, and completing annual Latent Print Certification Board budgets.
- Involved in the implementation of a robust and secure digital testing solution, a goal that had been sought after by the certification board for over a decade prior to its implementation in 2020.
- Oversaw the validation of the certification testing program, in preparation for ISO accreditation application.
- Oversee and participate in numerous personnel review boards (PRB) to assess and respond to complaints, appeals, censures, suspensions and revocations.
- Introduced a system for reviewing and approving courses claimed by applicants for their suitability to be used as educational credits towards certification requirements.
- Created and implemented latent print certification challenge coins and certified examiner lapel pins.

**PRESENTER OF FORENSIC LECTURES (cont.)**

Pacific Northwest Division (PNWD) of the IAI Conference in Portland, OR, USA, 2019

California Crime and Intelligence Analyst's Association (CCIAA) Conference in Yosemite, CA, USA, 2019

IAI Conference in San Antonio, FL, USA, 2018

California State Division (CSD) of the IAI Conference in Burlingame, CA, USA, 2018

CSD-IAI Conference in Monterey, CA, USA, 2017

Tri-Division of the IAI Conference in Tempe, AZ, USA, 2017

IAI Conference in Sacramento, CA, USA, 2015

IAI Conference in Minneapolis, MN, USA, 2014

CSD-IAI Conference in Sacramento, CA, USA, 2013

IAI Conference in Phoenix, AZ, USA, 2012

**FORENSIC SERVICES GROUP, NEW SOUTH WALES POLICE FORCE, AUSTRALIA**

**Scene of Crime Officer (SOCO)**

**Feb 2003 – Oct 2005**

**Fingerprint Expert – Crime Scene Officer (CSO)**

**Oct 2005 – Dec 2011**

- Latent fingerprint scanning, manual searching, database matching, and comparison and identification of fingerprints.
- Examination of scenes of major crime for fingerprint evidence.
- Attended over 3,500 crime scenes.
- Examination of scenes of volume crime for fingerprint and physical evidence (particularly DNA evidence).
- Fingerprinting deceased persons for identification purposes.
- Chemical enhancement of fingerprints.
- Developing and delivering training modules for staff.
- Matching of tenprint fingerprint sets to the database (including criminal charge fingerprints).
- Preparing statements and attending court to produce expert evidence.
- Acted as a Team Leader, directly supervising up to 15 staff.
- Workplace was a National Association of Testing Authorities (NATA) accredited laboratory (meeting the ISO/IEC 17025 and ISO 9000 laboratory standards).
- Member of the Disaster Victim Identification (DVI) team to assist the New Zealand Police with the response to the 2011 Christchurch Earthquake disaster.
- Teaching Basic and Advanced Fingerprint Photography Courses.

**CANBERRA INSTITUTE OF TECHNOLOGY (CIT), AUSTRALIA**

**Fingerprint Science Lecturer**

**Jan 2009 – Jan 2012**

- Structuring, writing and preparing lessons.
- Practicals and assessments in fingerprint science components, particularly chemical development and enhancement of fingerprints.
- Photography of fingerprints.

**TRAINING**

**2025:** -5 yearly AFSAB Recertification

-IAI Conference in Orlando, USA

**2024:** -IAI Conference in Reno, USA

**2023:** -IAI Conference in National Harbor, USA

**2022:** -International Association of Forensic Sciences (IAFS) Conference in Sydney, AUS  
-IAI Conference in Omaha, USA

**2021:** -IAI Conference in Nashville, USA

**2020:** -How Smart People Manage Latent Print Examiners by Exposing Some Dumb Ideas, Ron Smith & Associates course.

**2019:** -IAI Conference in Reno, USA

-Idemia (AFIS Vendor) User's Conference in San Diego, USA.

-Pacific Northwest Division (PNWD) of the IAI Conference in Portland, USA

-California Crime and Intelligence Analyst's Association (CCIAA) Conference in Yosemite, USA

**2018:** -IAI Conference in San Antonio, USA.

-California State Division (CSD) of the IAI Conference in Burlingame, USA

**2017:** -IAI Conference in Atlanta, USA.

-CSD-IAI Conference in Monterey, USA

-Tri-Division of the IAI Conference in Tempe, USA

**2016:** -IAI Conference in Cincinnati, USA.

**2015:** -IAI Conference in Sacramento, USA

**2014:** -Qualified as an ISO 17020 auditor by Forensic Quality Services (FQS).  
-IAI Conference in Minneapolis, USA

**2013:** -CSD-IAI Conference in Sacramento, USA  
-Completed FBI – NGI ULW upgrade workshop.

**2012:** -IAI Conference in Phoenix, USA  
-Completed ISO Accreditation workshop.

**2011:** -Member of Australian Disaster Victim Identification (DVI) team deployed to Christchurch, New Zealand, following the 22 February earthquake.  
-Completed official Australian DVI training program.

**2010:** -Certificate IV in Training and Assessment, Central Coast Community College, Australia.  
-'Digital Imaging – Extend Your Reach' workshop, Brian Dalrymple & Associates.  
-Expert Evidence Course, Forensic Foundations, National Institute of Forensic Science (NIFS).  
-IAI Conference in Spokane, USA.

**2008:** -Disaster Victim Identification (DVI) training exercise.  
-IAI Conference in Louisville, USA.  
-ANZFSS International Symposium on the Forensic Sciences in Melbourne (presented poster).  
-Applied Fingerprint Detection and Enhancement Techniques Course, Forensic Services Group.  
-Forensic response for World Youth Day 2008 in Sydney.  
-Senior First Aid Refresher Course

**2007:** -Palm Print Analysis Course, Forensic Services Group.  
-Adobe Photoshop Course, Fearless Media Group (authorized Adobe training centre).  
-Forensic response for Asia Pacific Economic Cooperation (APEC) Summit Meetings in Sydney.

**2006:** -Advanced Digital Photography Course, Forensic Services Group.

**2005:** -Fingerprint Induction Course, Forensic Services Group.  
-Ridgeology Course, Forensic Services Group.

**2003:** -Certificate IV in Scene of Crime Officer Training, CIT.  
-Induction: Scene of Crime (SOCO), New South Wales Police College.

**2002:** -Honors project on: The Effects of Ultra-Violet Light on Subsequent DNA Profiling - (industry partner: Australian Federal Police).  
- ANZFSS International Symposium on the Forensic Sciences in Canberra.  
-President of the Forensic and Chemistry Society at UTS (FACSUTS).