

Position Summary

This summary describes the organization, duties, and requirements of a State of Michigan vacancy.

Position Code: VETERRNA

Civil Service Class and Level: Veterinarian-A

Working Title (What the agency calls the position): Senior Field Veterinarian

Name and Position Code Description of Direct Supervisor: SALETTA, ELIZABETH; VETERINARIAN MANAGER-3

Department/Agency: AGRICULTURE AND RURAL DVLPMNT

Bureau (Institution, Board, or Commission): Bureau of Food Safety and Animal Health (BFA)

Division: Animal Industry Division (AID)

Section:

Unit:

Work Location (City and Address)/Hours of Work: Reside in Allegan, Berrien, Cass, Muskegon, Oceana, Ottawa, or VanBuren Counties or w/in 10 miles / Mon-Fri 8am-5pm or other times as needed

General Summary of Function/Purpose of Position: The Animal Industry Division (AID) of the Michigan Department of Agriculture and Rural Development (MDARD) is committed to protect, regulate, and promote animal health. In doing so Public Health, Animal Health and Well-Being, and Animal Industries are safeguarded through collaborative efforts and implementation of effective programs. The purpose of this position is to protect human and animal health, to promote and protect Michigan animal industries, and to assure the public of quality, healthy animals, including food animals, equine, cervidae, exotic animals, and companion animals. This position functions as a senior field veterinarian handling the most complex inspections, epidemiological investigations and assisting in regulatory investigation / enforcement activities as requested and training.

Assigned duties and tasks for each duty.

Duty 1: Conduct complex inspections of licensed facilities such as livestock markets, pet shops, animal shelters, large-scale dog breeding kennels, riding stables, horse sales, fairs and exhibitions, rendering plants, transfer stations, livestock dealer trucks and records, poultry composting facilities, aquaculture facilities, and other facilities licensed and regulated by the Animal Industry Division. Responsible for verifying compliance by licensees through education and follow-up on inspection findings when needed. Demonstrate thorough knowledge of laws and regulations applicable to facilities licensed and regulated by the Animal Industry Division.

1. Conduct pre-licensing inspections of new applicant facilities and recommend approval or assist applicant in coming into compliance with Michigan laws and regulations.
2. Conduct announced and unannounced inspections of licensed facilities to verify continued compliance. Determines frequency of inspections of licensed facilities to ensure continued compliance. Determine frequency of inspections needed per facility based on risk and in-depth knowledge of and experience with the facilities in conjunction with program manager.
3. Serve as resource for licensees to answer questions and provide information and education about all aspects of Michigan laws and regulations related to licensing and regulation of their facility under the Animal Industry Division.
4. Regulatory investigation/enforcement activities for alleged violations. Enforcement activities may include documentation and/or preparing reports of information and/or findings of inspections, gathering evidence, presenting and/or testifying in administrative and criminal hearings, assisting local, state, and federal authorities.
5. Examine animals for health status and signs of communicable diseases. Has thorough knowledge of common diseases at regulated facilities, implications to public health and food safety, and methods for controlling and preventing diseases.
6. Complete inspection reports, special reports, supplemental and disease investigative reports. Reports need to be detailed, thorough, well organized, and suitable for any follow-up prosecutorial activity.
7. Keep supervisor/program manager/State Veterinarian informed of problem situations.
8. Consult and meet with owners/managers of facilities and private practice veterinarians.

Duty 2: Serve as lead for testing livestock for tuberculosis; primarily cattle, goats, and sometimes deer, elk, or bison. Testing is done pursuant to PA 466 of 1988, Amended (Animal Industry Act). Caudal fold, comparative cervical and blood-based testing will be performed. Participate in other bovine tuberculosis programs . Re-permit animals from the Modified Accredited Zone (MAZ) in livestock markets in the Accredited Free Zone (AFZ).

1. Serve as a lead to perform regulatory testing of and/or sample collection from common and uncommon livestock species for tuberculosis and other diseases in accordance with both complex surveillance and/or other sensitive regulatory situations.
2. Serve as a liaison between the disease program and the producer, providing technical coordination and guidance when navigating complex issues and/or situations with multi-agency impacts.
3. Locate livestock herds to test as assigned. (Exposed traces, source traces, secondary testing, etc.)
4. Contact producers to arrange for tuberculosis testing.
5. Provide education to producers relative to periodic changes to testing rules and program regulations.
6. Serve as a subject matter expert to provide a field veterinary perspective to program managers, leadership, and other internal staff involved in process and procedural improvement. including but are not limited to participating in Lean Process Improvement (LPI) teams and internal workgroups for continuous improvement
7. Coordinate field team activities for complex cases and/or trainings in conjunction with field staff supervisors; examples include coordinating field staff logistics for large herd or flock testing, managing a team during depopulation at a premises, coordinating field team exercises, serving on an Incident Management Team as Branch Manager, Section Chief, or in another leadership role
8. Assemble necessary equipment and supplies.
9. Maintain proper equipment and certifications to respond to Reportable Animal Diseases including foreign animal diseases (FADs), either as a trained Foreign Animal Disease Diagnostician (FADD), or under guidance of a trained FADD when a trained FADD is unavailable, for the State of Michigan and provide guidance and feedback and recommendations for improvements to Reportable Animal Disease and FAD responses to State and Federal colleagues, as needed.
10. Coordinate human resources for assistance by working with supervisor.
11. Corral and restrain animals; identify animals.
12. Complete TB testing according to published standards.
13. Complete appropriate paperwork and write reports of good quality and in a timely manner.
14. Assure that equipment and clothing are disinfected between farm visits.
15. Issue/remove quarantines as appropriate.
16. Participate in other bovine tuberculosis programs such as the WRM and EWB Programs.
17. Re-permit animals from the MAZ in livestock markets in the AFZ (e.g. UPI-Cass City).

Duty 3: Investigate complaints involving animal health, animal care, and issues concerning regulated facilities, as requested. Acts as a recognized resource person in the most complex investigations. Some complaints are investigated jointly with employees within MDARD, local, state and/or federal governmental or investigatory agencies.

1. Receive, direct, and/or report complaints directly from the public, local, state and/or federal agencies to designated MDARD staff.
2. Prioritize complaints based on prior knowledge of the licensed facility/business, knowledge of Michigan laws and regulations, experience with complaints and complainants, and priorities of the department or division.
3. Investigate complaints, as requested. This may involve interviewing the complainant and the subject of the complaint, neighbors, witnesses, private veterinary practitioners, and others. It may also include coordinating the investigation with other MDARD staff, local, state, and/or federal government and law enforcement agencies and serving as liaison between the investigation and supervisor and/or program manager.
4. Regulatory investigation/enforcement activities for alleged violations. Enforcement activities may include documentation and/or preparing reports of information and/or findings of inspections, gathering evidence, presenting and/or testifying to program managers and/or in administrative and criminal hearings, assisting local, state, and federal authorities. Serve as an expert witness, utilizing technical knowledge to interpret data and draw conclusions.
5. Identify problem situations and initiate corrective action.
6. Act as technical expert/resource to advise animal control, local, state, or federal law enforcement agencies in investigations and follow-up of cases of alleged animal neglect / cruelty and other animal health issues.
7. Write detailed reports and recommend course of action to supervisor and/or program manager, as necessary.

Duty 4: Test animals as assigned for reportable diseases and toxicities. This may include biopsies, performing necropsies, tissue collection, blood collection, injections, etc. Proper animal identification, correct submission of samples, and completion of paperwork are essential.

1. Conduct testing activities, including obtaining biopsies, collecting blood, collecting milk samples, performing necropsies, injections, etc. Utilize expertise to determine appropriate testing and sampling and act as a resource in proper testing and sampling methodology and technique. Collection of tissue sample may involve surgical procedures with appropriate analgesic agents and aseptic technique.
2. Apply and/or verify proper animal identification. Provide guidance and expertise to others on proper application and identification of various animal species. Have thorough knowledge of animals' identity by species, breed, weight, height, age, gender, color, markings, tag numbers, tattoos, brands, and microchip identification.
3. Appropriately package and submit samples and charts to laboratory. Complete necessary paperwork.
4. Oversee that appropriate disease control measures are taken to ensure diseases are not transmitted by veterinarians and/or equipment from one premises to another. Also serve as resource for appropriate cleaning and disinfecting procedures and disposition of affected animals.
5. Restrain animals including, but not limited to, ruminants, equine, ratites, poultry, swine, companion animals, and privately-owned cervidae. Has thorough knowledge of handling these animal species and use of animal handling equipment. Can handle the most complex cases and difficult animals in a safe and humane manner. Serve as a resource for animal handling issues.
6. Demonstrate thorough knowledge of employee health and safety issues. Practice appropriate personal protection activities.

Duty 5: Conduct activities and investigate reported animal diseases, toxicities, drug residue cases and others as occur in assigned territories, and in other territories as needed. This may involve emergency situations.

1. Contact involved parties to gather needed information. May include private veterinary practitioners, animal control officers, producers, law enforcement officials, and others.
2. Perform complex epidemiological investigations on farm by interpretation, analysis, and integration of history and current data from farms, premises, or business entities involved. Make recommendations to program manager.
3. Determine implications of the case (i.e., the extent of potential human or animal health risk, whether or not there may be media involvement, political interest) and notifies program manager, supervisor, and/or division director as appropriate. Respond to media inquiries by coordination with supervisor.
4. Conduct epidemiological investigation activities which may include issuing and monitoring quarantines, educating involved parties regarding potential health risks or nature of disease, collecting animal and/or environmental samples, determining needed testing of potentially exposed animals, coordinating with other field veterinarians, private practitioners, supervisor, and/or other agencies needed to complete an epidemiological investigation, documenting the epidemiological investigation process and data, and keeping supervisor and program manager informed of ongoing epidemiological investigation.
5. Coordinate and complete all activities necessary to close epidemiological investigations. These activities may include euthanasia and disposition of animals (sometimes entire herds or flocks), giving guidance and direction to ensure approved cleaning and disinfection of affected premises, final inspection for verification that all requirements have been met, and releasing quarantines.
6. Compile information, write and provide detailed written report of epidemiological investigation to supervisor and/or program manager.

Duty 6: Write reports; maintain records, logs, and files; keep information up to date and submit required documents in a timely manner. Documents include but are not limited to, itineraries, activity reports, travel vouchers, telephone logs, inspection reports, supplemental reports, and special reports.

1. Utilize computer and other technological devices to generate reports.
2. Submit quality documents within a timely manner.
3. Maintain organized filing system at workstation.

Duty 7: Monitor inter- and intrastate movement of animals pursuant to acts, rules or standards under the authority of the Michigan Department of Agriculture and Rural Development.

1. Based on complaint or request from supervisor/program manager/State Veterinarian, check health certificates and test papers on animals. This may occur anywhere animals are found.
2. Educate animal owners about requirements for movement of animals.
3. Issue/release quarantines, as appropriate.
4. Write detailed reports.

Duty 8: Other duties as assigned.

- Participate in the emergency responses to natural or man-made disasters. This includes, but is not limited to, nuclear disasters, chemical spills, and tornados.
- Complete disaster preparedness and Incident Command System (ICS) trainings, as assigned.
- Participate in exercises involving disaster preparedness and ICS, as assigned.
- Participate in emergency response efforts, as assigned. This may involve the examination, movement, or care of animals. This may involve animal euthanasia or clean-up of dead animals.

Types of decisions made independently and whom or what those decisions affect: Decisions regarding appropriate methods and materials needed to complete epidemiological investigations and animal testing.

Decisions involving coordinating activities with other field personnel and other governmental agencies.

Decisions regarding appropriate actions to take in animal care and potential disease situations.

Decisions regarding quarantines and quarantine releases, animal testing, and epidemiological investigations that will directly impact animal industries.

Types of decisions that require the supervisor's review: Decisions involving situations of sensitive nature where department policy needs interpretation or when large segments of the animal industry or public will be impacted.

Situations with media, political, or economic impact, and whenever public health may be affected.

Physical effort used to perform this job and environmental conditions of this position: This is a field position. There is work both indoors and outdoors. There is substantial time driving a motor vehicle in all weather conditions.

Conducting inspections, epidemiological investigations, assisting with regulatory investigations, and testing animals that may involve considerable standing, stooping, reaching, lifting, carrying, walking, and bending.

Animals may be fractious, and equipment may be heavy. Needles, syringes, blood collection tubes, and other testing supplies are routinely handled. There may be exposure to zoonotic diseases. Work conditions may be wet, cold, hot, noisy, and dusty. Substantial odors may be present. Working conditions in some barns may be closed, cramped, and dark.

Names and classes and levels of employees whom this position immediately supervises:

The essential functions of this position: Examine animals for health status.

Conduct inspections at regulated facilities.

Conduct epidemiological investigations involving animal disease/toxicity/drug residue problems. Conduct and assist in complaints of regulatory violations, as requested.

Handle, restrain, identify, and test animals demonstrating excellent technique.

Communicate effectively both orally and in writing with the public, producers, facility owners, and managers, veterinarians, and local law enforcement and government officials.

Travel throughout the state. Stay away from home overnight.

Coordinate activities with other field staff and other governmental agencies.

Assist with training of new field staff; assist with public education.

The function of the position's work area and how it fits into that function: The purpose of this position is to protect human and animal health, to promote and protect Michigan animal industries, and to assure the public of quality, healthy animals, including food animals, equine, cervidae, exotic animals, and companion animals. This position functions as a senior field veterinarian handling the most complex inspections, epidemiological investigations and assisting in regulatory investigation / enforcement activities as requested, and training.

Minimum education, experience, and credentials typically needed to perform the position's essential functions:

EDUCATION:

Possession of a doctorate degree in veterinary medicine.

EXPERIENCE:

Veterinarian 12

One year of professional experience performing veterinary services involving the inspection of animals for the purpose of enforcing state and federal regulations pertaining to the detection and eradication of disease, including one year of experience equivalent to a Veterinarian P11.

KNOWLEDGE, SKILLS, AND ABILITIES:

1. Ability to handle, restrain, identify, perform diagnostic testing, and collect laboratory samples from livestock, cervidae, poultry, ratites, and companion animals, thorough knowledge of equipment used to restrain these species.
2. Thorough knowledge and skills in veterinary medicine and animal husbandry pertaining to these species.
3. Ability to communicate effectively, both orally and in writing, and to maintain favorable public relations.
4. Ability to address and resolve issues of conflict.
5. Thorough knowledge of, and ability to interpret, state and federal laws, rules, and regulations pertinent to animal health.
6. Ability to travel throughout the state and stay away from home overnight.
7. Ability to recommend corrective actions to violators of state and federal laws, rules, and regulations pertaining to animal health activities and to prepare cases for prosecution.
8. Ability to conduct field investigations, compile data, write reports, interpret results, and make recommendations.
9. Ability to wear a respirator for extended periods of time.
10. Ability to be immunized against rabies.

CERTIFICATES, LICENSES, REGISTRATIONS:

Valid Michigan Driver's License

USDA Veterinary Accreditation, Category II

License to Practice Veterinary Medicine in Michigan USDA Certification for Comparative Cervical TB Testing

DEA License for Controlled Substances

Michigan Board of Pharmacy Controlled Substance License

Negative Tuberculosis Test (Intradermal, Mantoux) Annually

USDA Certification for Cervidae TB Testing