

POSITION DESCRIPTION

This position description serves as the official classification document of record for this position. Please complete the information as accurately as you can as the position description is used to determine the proper classification of the position.

2. Employee's Name (Last, First, M.I.)	8. Department/Agency DNR-NATURAL RESOURCES
3. Employee Identification Number	9. Bureau (Institution, Board, or Commission)
4. Civil Service Position Code Description Veterinary Specialist-3	10. Division Wildlife
5. Working Title (What the agency calls the position) Wildlife Veterinary Epidemiologist	11. Section Wildlife Health Section
6. Name and Position Code Description of Direct Supervisor MARCUS, MITCHELL A; STATE ADMINISTRATIVE MANAGER-1	12. Unit DNR Wildlife Disease Laboratory
7. Name and Position Code Description of Second Level Supervisor KINTIGH, KEITH; STATE DIVISION ADMINISTRATOR	13. Work Location (City and Address)/Hours of Work 4125 Beaumont Rd. Lansing / 40 hr/wk, Monday-Friday

14. General Summary of Function/Purpose of Position

This position serves as the Wildlife Veterinary Epidemiologist, the stand-alone subject matter expert in the DNR focusing on wildlife epidemiology. The employee specializes in the surveillance, modeling, and epidemiology of diseases affecting wildlife populations within the State of Michigan. The incumbent serves as a specialist in wildlife disease epidemiology and wildlife population modeling. Responsibilities include but are not limited to: development, implementation, and evaluation of wildlife disease surveillance plans including diseases transmissible to domestic animals and humans; provision of subject matter expertise and partner collaborations on issues of disease affecting wildlife populations, human, and domestic animal populations, particularly bovine tuberculosis (bTB) and chronic wasting disease (CWD); interpretation and evaluation of wildlife epidemiological research; investigation of wildlife disease outbreaks; develop, maintain, and evaluate quantitative and geographic models of disease occurrence and surveillance in wildlife populations. The Wildlife Veterinary Epidemiologist has advanced academic training and experience in applying veterinary, epidemiological, and quantitative principles and methods in wildlife health programs and can independently perform assignments with minimal supervisory guidance.

15. Please describe the assigned duties, percent of time spent performing each duty, and what is done to complete each duty.

List the duties from most important to least important. The total percentage of all duties performed must equal 100 percent.

Duty 1

General Summary: **Percentage: 60**

Statewide epidemiologist specialist responsible for wildlife population disease monitoring, response, control, and modeling.

Individual tasks related to the duty:

- Design disease surveillance plans that integrate multi-disciplinary considerations to determine occurrence of diseases affecting wildlife populations.
- Collect, compile, and analyze wildlife disease data, determining host, environmental, and epidemiological factors associated with wildlife morbidity and mortality.
- Conduct complex epidemiological investigations in wildlife populations.
- Take the scientific lead on the specialized study of factors affecting the distribution and prevention or control of wildlife disease in wild animal populations. This work includes evaluating disease outbreaks in wildlife, determining patterns and causes in order to develop effective prevention and control strategies.
- Lead CWD & bTB wildlife sampling and diagnostic testing.
- Develop, maintain, and evaluate quantitative and geographic models of disease occurrence and surveillance in wildlife populations in Michigan.
- Through research, modeling, literature, and communication with other wildlife disease experts, identify potential new health threats for Michigan wildlife populations and develop techniques for detection.
- Request appropriate budgetary needs for the Division based on findings from wildlife disease surveillance, wildlife disease response, and population modeling.

Duty 2

General Summary: **Percentage: 10**

Serve as the Division/DNR/SOM representative on issues pertaining to bTB and CWD surveillance and management and other disease as assigned by the Wildlife Health Section supervisor, Wildlife Division Assistant Chief, or Wildlife Division Chief.

Individual tasks related to the duty:

- Serve as expert and Division representative including providing testimony at congressional and Natural Resources Commission meetings.
- Develop appropriate response and/or management plans for bTB and CWD in free-ranging deer.
- Collaborate and consult with Michigan Department of Agriculture and Rural Development, Michigan Department of Health and Human Services, U.S. Department of Agriculture, university, and other State and Federal agencies as appropriate in wildlife epidemiology matters.
- Make recommendations to the Wildlife Health Section Supervisor and other Division and Department personnel regarding wildlife disease prevention, surveillance and control strategies.
- Prepare related reports.

Duty 3

General Summary: **Percentage: 15**

Instructional Outreach and Education.

Individual tasks related to the duty:

- Design and implement wildlife disease surveillance, wildlife epidemiology surveillance, and disease surveillance related in-service training programs for staff of the Wildlife Division, other Divisions in the Department, and wildlife management personnel from other states.
- Design and deliver wildlife disease related educational programs and wildlife epidemiology related educational programs for other organized groups as requested.
- Provide information on wildlife disease epidemiology, surveillance, prevention and control to the media and public via phone, written correspondence, internet discussion forums, and public appearances and presentations.
- Provide lectures and serve on guidance committees for undergraduate and professional students in epidemiology, disease ecology, and wildlife health.

Duty 4

General Summary: **Percentage: 10**

Wildlife Disease Research.

Individual tasks related to the duty:

- Participate in all aspects of design, conduct, and analysis of research projects related to diagnostic, pathological, epidemiological and public health aspects of specific diseases in wildlife populations in Michigan, as well as research on wild animal physiology and drugs used in the treatment of wild animals, including associated grant writing.
- Publish research results through submission of manuscripts to scientific journals, and submission of presentations and posters for scientific meetings.
- Provide scientific peer-review for papers submitted to scientific journals.
- Serve as WHS representative on Wildlife Division's Research Working Group.
- Seek collaborative research partnerships with state, national and international agency and academic partners to further knowledge and opportunities that benefit the health of Michigan wildlife populations.

Duty 5

General Summary: **Percentage: 5**

Other duties as assigned

Individual tasks related to the duty:

- Participate in training programs.
- Assist with emerging issues and topics.
- Perform general wildlife veterinary duties.
- Utilize the chemical immobilization and firearms certificates in order to euthanize diseased animals as a backup to the Chemical Immobilization Wildlife Veterinarian.

16. Describe the types of decisions made independently in this position and tell who or what is affected by those decisions.

Surveillance and control of wildlife diseases frequently requires independent judgement and application of innovative, scientifically defensible methods in novel, complex, or controversial situations. Decisions made by the Wildlife Veterinary Epidemiologist may directly or indirectly affect all members of the public, through their influence on wildlife/domestic animal/public health (One Health paradigm). Direct or indirect consequences of these decisions include prevention/control of the effects of serious, sometime lethal, diseases affecting wildlife, domestic animals, and humans, as well as potential significant regulatory impacts on public interactions with wildlife resources. Decisions have considerable impact on natural and agricultural resources of significant scientific, economic, and social value to the State and country.

17. Describe the types of decisions that require the supervisor's review.

Decisions pertaining to issues which have the potential to impact on or conflict with Division or Department policies or set Division precedent. Decision which involves large financial commitments.

18. What kind of physical effort is used to perform this job? What environmental conditions in this position physically exposed to on the job? Indicate the amount of time and intensity of each activity and condition. Refer to instructions.

Because wildlife harbor many diseases transmissible to humans, there is frequent exposure to serious, sometimes lethal diseases (e.g., tuberculosis, rabies). There are regular opportunities for serious injuries while handling sick, injured, or unpredictable wild animals, thus, the work requires rigid observance of safety guidelines. Sometimes requires long hours of standing, crouching, bending, and repeatedly lifting and carrying weights of ~40 lbs. Frequent exposure to strong, unpleasant odors. Exposure to wet and cold conditions periodically. Requires the physical agility and strength necessary to handle wild animals as large as deer and moose.

19. List the names and position code descriptions of each classified employee whom this position immediately supervises or oversees on a full-time, on-going basis.

Additional Subordinates

20. This position's responsibilities for the above-listed employees includes the following (check as many as apply):

- | | |
|---|--|
| <input type="checkbox"/> Complete and sign service ratings. | <input type="checkbox"/> Assign work. |
| <input type="checkbox"/> Provide formal written counseling. | <input type="checkbox"/> Approve work. |
| <input type="checkbox"/> Approve leave requests. | <input type="checkbox"/> Review work. |
| <input type="checkbox"/> Approve time and attendance. | <input type="checkbox"/> Provide guidance on work methods. |
| <input type="checkbox"/> Orally reprimand. | <input type="checkbox"/> Train employees in the work. |

22. Do you agree with the responses for items 1 through 20? If not, which items do you disagree with and why?

Yes

23. What are the essential functions of this position?

1. Provide expertise on epidemiology and modeling of wildlife diseases.
2. Provide expert theoretical and technical knowledge in developing strategies to eliminate diseases in wildlife.
3. Serve as expert on bovine tuberculosis and chronic wasting disease in cervids.
4. Represent the Wildlife Division in multi-agency research projects dealing with the causes and controls of wildlife diseases.
5. Provide lectures and serve on guidance committees for undergraduate and professional students in epidemiology, disease ecology, and wildlife health.

24. Indicate specifically how the position's duties and responsibilities have changed since the position was last reviewed.

New position.

Wildlife vet responsibilities have evolved to more work than 1 specialist can manage due to increase in zoonotic diseases such as HPAI, bTB, & CWD. As a result, the veterinary specialist's responsibilities have been divided between this position and the already established Veterinary Specialist Position – position code VETRSPL3A02R. Focus for this position requires specialization in statistical analysis, computer modeling, and wildlife disease epidemiology.

25. What is the function of the work area and how does this position fit into that function?

The main function of the laboratory is to monitor the health and well-being of the state's wildlife.

26. What are the minimum education and experience qualifications needed to perform the essential functions of this position.

EDUCATION:

Possession of a doctorate degree in veterinary medicine.

EXPERIENCE:

Veterinary Specialist 14

Three years of professional experience equivalent to a Veterinarian P11, two years equivalent to a Veterinarian 12, or one year equivalent to a Veterinary Specialist 13.

Experience in epidemiology, wildlife biology and wildlife management is preferred.

We desire a candidate with advanced knowledge surrounding identification and management of zoonotic disease, wildlife disease surveillance planning, wildlife disease epidemiology, wildlife disease modeling, and quantitative analysis.

KNOWLEDGE, SKILLS, AND ABILITIES:

- Advanced knowledge and training in epidemiology and biostatistics.
- Knowledge and training in wildlife statistical modeling.
- Knowledge of and ability to identify wildlife diseases and parasites.
- Knowledge of the "wildlife/livestock interface" and emerging One Health issues.
- Knowledge of wildlife disease surveillance planning and management.
- Knowledge of chemical and physical immobilization techniques.
- Must be willing to take DNR firearm training and use a state-owned firearm.
- Must be willing to be screened annually for TB, be fit for a respirator, and receive rabies vaccination with biannual titer check thereafter.

CERTIFICATES, LICENSES, REGISTRATIONS:

- Possession of a license to practice veterinary medicine in Michigan.
- Ability to obtain and possess state and federal controlled substance licenses.
- DART Test Designation for Chemical Immobilization and Firearm Certification
- Chemical Immobilization Certification provided by Division.
- Firearm Certification provided by Division
- Possession of a valid driver's license.

NOTE: Civil Service approval does not constitute agreement with or acceptance of the desired qualifications of this position.

I certify that the information presented in this position description provides a complete and accurate depiction of the duties and responsibilities assigned to this position.

Supervisor

Date

TO BE FILLED OUT BY APPOINTING AUTHORITY

Indicate any exceptions or additions to the statements of employee or supervisors.

n/a

I certify that the entries on these pages are accurate and complete.

ALLISON MARSTON

Appointing Authority

2/19/2026

Date

I certify that the information presented in this position description provides a complete and accurate depiction of the duties and responsibilities assigned to this position.

Employee

Date