

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) Resource
4. Civil Service Position Code Description Veterinary Specialist-3	10. Division Wildlife
5. Working Title (What the agency calls the position) Wildlife Veterinary Specialist	11. Section Wildlife Health Section
6. Name and Position Code Description of Direct Supervisor MARCUS, MITCHELL A; STATE ADMINISTRATIVE MANAGER-1	12. Unit Wildlife Disease Laboratory
7. Name and Position Code Description of Second Level Supervisor THOMPSON, SARA M; STATE BUREAU ADMINISTRATOR	13. Work Location (City and Address)/Hours of Work 4125 Beaumont Rd. Lansing / 40 hours, typically Monday-Friday
14. General Summary of Function/Purpose of Position	
<p>This position serves as the Veterinary Specialist responsible for Statewide Wildlife Health Examinations and Research and the Department's Chemical Immobilization Program. This position performs identification and management of factors affecting the health and wellbeing of wildlife within the State of Michigan. Responsibilities include but are not limited to: development, implementation, and evaluation of disease surveillance and management plans; review and development of and participation in wildlife handling procedures and animal welfare oversight; provision of subject matter expertise and partner collaborations on issues affecting wildlife, human, and domestic animal health; capture and immobilization of wildlife within Michigan; review and development of and participation in necropsy procedures in laboratory and field environments; development and evaluation of occupational safety procedures related to wildlife disease; interpretation and evaluation of wildlife veterinary research. This position possesses the authority to countermand decisions regarding animal welfare and chemical immobilization. The Veterinary Specialist must also shut down activities on the lab floor and field programs if actions are unsafe for the animal, staff, or the work isn't following approved protocol.</p> <p>The Wildlife Veterinary Specialist has advanced academic training and experience in applying veterinary and necropsy principles and methods in wildlife health programs and can independently perform assignments with minimal supervisory guidance. The position requires possession of a license to practice veterinary medicine in Michigan and possession of state and federal controlled substances licenses, or the ability to obtain such licensures. Training to obtain the chemical immobilization certification and a firearm certification are also required.</p>	

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: 35

Wildlife Health and Research Specialist

Individual tasks related to the duty:

- Develop disease surveillance plans that integrate multi-disciplinary considerations to determine occurrence of diseases affecting wildlife populations
- Through research, modeling, literature, and communication with other wildlife disease experts, identify potential new health threats for Michigan wildlife and develop techniques for detection
- Create and conduct complex disease outbreak investigations to determine occurrence of diseases affecting wildlife, transmissible to/from domestic livestock and/or public health significance
- Lead and provide guidance on +Division's wildlife sampling and diagnostic testing. Conduct research on sampling and findings from testing.
- Serve as the lead examiner for potential TB positive deer carcasses and provide guidance to staff with examination of cervids for TB and CWD.
- Research, review and develop techniques for wildlife necropsy procedures to identify cause of death in wild mammals, birds, reptiles, and amphibians
- Take the scientific lead on occupational health and safety issues related to wildlife diseases that can be transmitted to humans in the laboratory or field environment
- Collaborate with Wildlife Pathologist to review results of tests conducted on wildlife samples to identify diseases or trends that require additional investigation
- Participate in all aspects of design, conduct, and analysis of research projects related to wildlife health, morphology, and physiology in Michigan
- Perform postmortem examinations on wildlife
- Coordinate with the Wildlife Division research workgroup.
- 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.

Duty 2

General Summary:

Percentage: 35

Chemical Immobilization and Veterinary Consultation Specialist

Individual tasks related to the duty:

- Ensure Division use, records, and inventories are compliant with State and Federal regulations concerning the use and handling of controlled substances used for treatment, tranquilization, and pharmacological research of wild animals.
- Develop and implement protocols and procedures for the Division's chemical immobilization program to facilitate responsible management of the drug inventory
- Create and provide guidance on the participate in chemical immobilization to facilitate safe handling/capture/restraint, health testing, or translocation of wildlife.
- Develop chemical immobilization training opportunities for field staff, including a mentored immobilization program for new staff, and facilitate dialogue amongst the Division's chemical immobilization team.
- Develop and review species capture plans, including safe animal handling techniques, animal welfare guidelines/policy, and standard sample collection protocols.
- Provide guidance and expertise on and participate in obtaining blood and other biological samples from live animals for health testing or research purposes.
- Provide guidance and expertise on and participate in humane euthanasia for sick, injured, or nuisance, required wildlife training and use a State-issues firearm to euthanize a sick or injured animal.
- Develop, review, and participate in animal welfare-related policies or guidance documents aimed at ensuring the humane and ethical treatment of wildlife by staff.
- Take the scientific lead on occupational health and safety issues related to wildlife disease that can be transmitted to humans during animal handling in the field.
- Research and acquire drugs and medical supplies for use in animal handling
- Maintain state and federal licenses for the use of controlled substances.

Duty 3

General Summary:

Percentage: 15

Serve as Division lead on issues pertaining to emerging infectious diseases, toxicities, and contaminants

Individual tasks related to the duty:

- Serve as expert and Division representative including providing testimony at congressional and Natural Resources Commission meetings
- Collaborate and consult with Michigan Department of Agriculture and Rural Development, Michigan Department of Health and Human Services, U.S. Department of Agriculture, U.S. Fish and Wildlife Service, universities, and other State and Federal agencies as appropriate in detection, surveillance, reporting, and management of animal and zoonotic diseases.
- Design and prepare related reports and provide educated recommendations to Division and Department personnel regarding control and mitigation strategies.

Duty 4

General Summary:

Percentage: 5

Outreach and Education

Individual tasks related to the duty:

- Develop and implement wildlife disease-, wildlife physiology-, and occupational safety-related in-service training programs for staff of the Wildlife Division, other Division in the Department, and wildlife management personnel from other states.
- Design and deliver wildlife disease- and wildlife physiology-related educational programs for other organized groups as requested.
- Provide information on natural history, behavior, and diseases of wildlife to the press 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 wildlife health, wildlife physiology, disease ecology, and pathology

Duty 5

General Summary:

Percentage: 5

Assists with Wildlife Veterinary Epidemiology

Individual tasks related to the duty:

- As needed, represent the DNR on issues related to TB and CWD.
- Consult on disease sampling and testing techniques
- Consult on disease control strategies

Duty 6

General Summary:

Percentage: 5

Other duties as assigned

Individual tasks related to the duty:

- Participate in training programs
- Other duties as assigned

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, ore controversial situations. Decisions made by the Wildlife Veterinary Specialist 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 decision 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. Decisions which involve 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). 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"/> N | Complete and sign service ratings. | <input type="checkbox"/> N | Assign work. |
| <input type="checkbox"/> N | Provide formal written counseling. | <input type="checkbox"/> N | Approve work. |
| <input type="checkbox"/> N | Approve leave requests. | <input type="checkbox"/> N | Review work. |
| <input type="checkbox"/> N | Approve time and attendance. | <input type="checkbox"/> N | Provide guidance on work methods. |
| <input type="checkbox"/> N | Orally reprimand. | <input type="checkbox"/> N | 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 expert theoretical and technical knowledge in developing strategies to eliminate diseases in wildlife.
2. Monitor disease that are important due to the "wildlife/livestock interface".
3. Represent the Wildlife Division in multi-agency research projects dealing with the causes and controls of wildlife diseases.
4. Provide chemical immobilization expertise to Division projects and concerns.

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

This position has evolved over recent years as existing and new emerging wildlife diseases of global concern add significant complexity and intervention techniques that have become prominent activities to coordinate. This includes raising concerns of human health and impacting the economic and social values, such as White Nose Syndrome (WNS) emerging as a statewide and global catastrophic situation for bats, Highly Pathogenic Avian Influenza (HPAI) causing damage to the commercial poultry industry and impacting human health, COVID-19 a bat-borne virus transmitted to humans, West Nile Virus (WNV) impacting bird populations and now resulting in multiple human cases and many more. These examples create the need for an increase in the level of research and identification affecting the well-being of wildlife. As emerging diseases increase, the need for chemical immobilization increases state-wide. The Department has placed a greater priority on this position's responsibilities as a result of these ever-evolving factors and the direct involvement of public interactions with wildlife resources.

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 state's wildlife. This positions serves as the Veterinary Specialist responsible for Statewide Wildlife Health Examinations and Research and the Department's Chemical Immobilization Program in the laboratory throughout the field.

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.

KNOWLEDGE, SKILLS, AND ABILITIES:

Knowledge of 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.
Advanced knowledge and training in epidemiology and biostatistics desired.

CERTIFICATES, LICENSES, REGISTRATIONS:

Possession of a license to practice veterinary medicine in Michigan.
Possession of state and federal controlled substances licenses, or the ability to obtain such licensure.
Chemical immobilization certification
Firearm certification
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.

_____ Date

Supervisor

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 5/30/2024
_____ Date
Appointing Authority

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.

_____ Date
Employee