

Class Concept

Veterinary Program Specialist II is the second level of a three level classification series administered by the North Carolina Department of Agriculture and Consumer Services, Veterinary Division. Work is analytical and evaluative in nature but requires a technical background. Series work involves crafting and conducting reviews of counties, facilities, businesses, and providers who administer and deliver/execute various programs. Depending on the specialty area, programs might include but are not limited to: The National Poultry Improvement Plan (NPIP); The US Swine Health Improvement Plan (US SHIP); and The North Carolina Animal Welfare Act (§ 19A-20 et seq.) & applicable administrative code.

Investigation/Compliance/Resolution

Positions differ from the Level I when providing guidance concerning reviews/investigations within the program area that require a level of knowledge, creativity, or sensitivity beyond the scope of the Level I; when communicating program changes, and logistical feedback to the Veterinary Director and/or Veterinary Program Specialist III. Positions organize specific training exercises to maintain Veterinary Division specific to the Incident Command System emergency expertise and preparedness within their regional unit. An example of one such area of expertise/preparedness present within multiple areas of assignment might include, but is not limited to, bio secure depopulation which is the process of reducing the population of animals in a way that prevents the spread of disease and protects other animals, humans, and the environment.

Emergency Response

Positions perform animal emergency preparedness, response, and management duties and are considered essential emergency workers. Given the NC Animal Welfare Act in combination with the federal Pet Evacuation and Transportation Standards (PETS) Act of 2006 (H.R. 3858 — 109th Congress) and the final authority of the state veterinarian for proper disposal of animal mortality within North Carolina (02 NCAC 52C .0102), this class series maintains the technical field expertise drawn upon during natural disaster or disease events impacting animals in North Carolina.

In an emergency response event requiring the institution of FEMA or USDA incident command structure, authority level may rise to a Lead position (Level II) or on rare occasions, Branch Director (Level III) depending on the scale of the emergency event. (Outbreaks involving multiple counties or premises require further gradation within the chain of command, and longer outbreaks call for the rotation of personnel to avoid burn out.)

Decision making at this level is a step-by-step approach which may be innovative but may also be strategic. The scope of the position is region-wide within the state. The authority level typically rises to that of a Lead position.

Recruitment Standards

Knowledge, Skills, and Abilities

- Intermediate knowledge of principles and/or techniques associated with husbandry, diagnostics, biosecurity, welfare, and euthanasia
- Intermediate knowledge of the industry/market structure relevant to the veterinary program(s) area requiring assignment
- Possess conflict resolution skills
- Ability to establish and maintain effective relationships with individuals of a wide range of backgrounds, socio-economic classes, and authority levels
- Ability to instruct/train audiences of a wide range of skill levels
- Ability to work independently or with a group in a team setting
- Possess effective verbal and written communication skills
- Ability to effectively utilize new communication tools
- Possess creative thinking skills as they relate to programmatic issues

Note: This is a generalized representation of positions in this class and is not intended to identify essential functions per ADA.

Minimum Education and Experience

Bachelor's degree from an appropriately accredited institution and two years of experience in the farm animal or cat/dog boarding/shelter industry or a supporting industry, university, or regulatory profession; or

High school or General Educational Development (GED) diploma and six years of experience in the farm animal or cat/dog boarding/shelter industry or a supporting industry, university, or regulatory profession; or an equivalent combination of education and experience.