

Class Concept:

Veterinary Program Specialist III is the third of a three level classification series administered by the North Carolina Department of Agriculture and Consumer Services, Veterinary Division. Work involves crafting and conducting reviews of counties, facilities, businesses, and providers who administer and deliver/execute various programs to determine compliance with applicable program statutes, regulations, policies, procedures, and quality standards. Work is analytical and evaluative in nature but requires a technical background. 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

The Level III positions triage particularly sensitive or most complex program reviews/investigations to appropriate unit individuals with provision of personal oversight when such a level of expertise is warranted.

External Program Involvement

Position activities include but are not limited to the establishment and maintenance of relationships with state and federal regulatory agencies (e.g. NC Extension, NCDEQ, USDA Animal and Plant Health Inspection Service) and/or Non-governmental Organizations (e.g. ASPCA) as well as state program industry and individual stakeholders. Members of these organizations along with the Veterinary Director facilitate interpretation of program standards/regulations and craft state protocols that fulfill requirements. They address state specific logistical and medical constraints/concerns; participate in national meetings of program(s) stakeholders; and rotate service as a voting delegate on core programmatic changes at such meetings.

Training

Positions have oversight of training exercises to maintain Veterinary Division specific Incident Command Structure's required emergency expertise and preparedness within the state. An example of one such area of expertise present within multiple areas of assignment might include but is not limited to bio secure depopulation.

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 (ICS), authority level routinely rises to the level of Branch Director when, as is routinely the case, the ICS requires a specific skillset and communication network maintained by this supervisor and their unit. An example of this might be within multiple areas of assignment and include but is not limited to bio secure depopulation.

Decision making at this level requires an understanding of theory and principles but also practicalities specific to animal welfare, animal science, and husbandry/management fields. Typically, decisions are strategic, but positions may also use a step-by-step approach. The scope is primarily state-wide but can reach the federal level. Authority level typically rises to that of unit supervisor and senior authority. Senior authority indicates possession of a unique level of knowledge and expertise in a professional field that is needed by the agency to support its overall mission.

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

Recruitment Standards

Knowledge, Skills, and Abilities -

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

Minimum Education and Experience

Bachelor's degree from an appropriately accredited institution and four 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 eight 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.