California Department of Food and Agriculture
Animal Health and Food Safety Services
Antimicrobial Use and Stewardship
Duty Statement

Veterinarian Specialist (General)

I. Program/Position Identification

Antimicrobial Use and Stewardship (AUS) is the statewide program intended to promote actions that will slow the development of resistant bacteria associated with livestock and poultry that have negative public and animal health impacts. The program gathers data and develops studies related to medically important antimicrobial sales and usage, livestock management practices, and trends in antibiotic resistance associated with farm animals and animal products. Additionally, AUS works with subject matter experts to develop antimicrobial stewardship tools and best animal management practices that mitigate the development of antimicrobial resistance while maintaining health outcomes.

Under the general supervision of the Research Scientist Supervisor II (RSSII), the Veterinarian Specialist (Specialist) plans, organizes, coordinates, and directs activities related to the State's antimicrobial use and resistance monitoring program. The Specialist will be responsible for overseeing studies of on-farm antibiotic use, husbandry, health outcomes, sustainability, and resistant pathogens. The incumbent may act as a lead in one or more programs or functions that provide technical assistance to local veterinarians. The incumbent will act as lead over and be responsible for providing technical guidance and training to lower-level professional and support staff. The incumbent will consult and advise the RSSII regarding monitoring and, as needed, regulated use aspects of the program.

The incumbent must be able to establish and maintain effective working relationships with associates, industry partners and the public; accurately analyze situations; take effective actions based on sound analysis; make appropriate decisions and recommendations; work independently to complete assignments; work well under pressure; meet required deadlines; and effectively communicate in speech, presentations, and writing.

Employee:	**Vacant**
Classification:	**Veterinarian Specialist (General)**
Position Number:	**014-118-0176-002**
Division:	**Animal Health and Food Safety Services**
Branch:	**Antimicrobial Use and Stewardship**
Location:	**Sacramento Headquarters Office**
Date Prepared:	**11/16/2020**
Work Hours:	**40 Hours/Week**

License or Other Requirements: A valid license issued by the Board of Examiners in Veterinary Medicine for the State of California to practice as a Doctor of Veterinary Medicine will be required prior to appointment. The incumbent must possess a valid California driver license subject to driving record approval.

II. Essential And Non-Essential Job Functions

A. Essential Functions

Function #1 – Oversee Antimicrobial Use and Resistance Studies 40%

- Plan, organize, and coordinate the activities of the State's antimicrobial use and resistance monitoring program
- Coordinate with universities, industry stakeholders, other federal and State agencies, and the California Animal Health and Food Safety (CAHFS) Laboratory to develop an antimicrobial monitoring plan and activities that meet study objectives
- Prepare questionnaires for industry related to monitoring plan study objectives
- Discuss antimicrobial use, resistance, and livestock management practices with industry participants representing all sectors of the livestock industry and all geographic areas within California
- Develop confidential, voluntary sampling agreements with selected participants that are in line with monitoring plans
- Advise on sampling, diagnostic, and analytical methodologies and, as needed, collect biological samples related to study objectives, such as blood, feces, milk, feed and tissue samples, for diagnostic testing
- Coordinate with CAHFS, AUS staff, and other program collaborators to validate and analyze data, including advising on and/or performing statistical analyses, as needed, to assess relationships among management practices, antimicrobial use, antimicrobial resistance, and disease occurrence
- Summarize monitoring and study findings for both internal and external distribution and provide technical guidance based on these findings to other members of the AUS team, including the Veterinarian Specialist leading AUS' stewardship activities
- Coordinate with of the United States Department of Agriculture's National Animal Health Monitoring System (NAHMS) to ensure California's program is in line with federal goals and to avoid duplication of efforts
- Evaluate product and study project effectiveness and information gaps and work with the Department's team members implementing the related regulated use and stewardship activities to fill gaps and enhance the program
- Attend and participate in state and national strategic planning meetings to develop and modify the program based on current, recurrent, or newly emerging research and trends
- Prepare and submit required program reports, including solicitations for funding requests from Federal agencies

Function #2 – Provide Guidance on Antimicrobial Use and Resistance 35%

- Research professional journals and other resources to maintain knowledge and expertise related to antimicrobial use and resistance to serve as a State resource for program issues
- Conduct research, prepare, and/or contribute to technical papers and scientific articles related to program activities when necessary

- Participate in USDA NAHMS commodity-specific training for conducting surveys and sampling in order to leverage federal study design investments
- Conduct research on other approaches to antibiotic stewardship from human and animal health settings and evaluate applicability for use in California guidelines
- Provide guidance on statistical analytical methods performed by program staff and for programmatic activities, as appropriate
- Conduct research and gather information on potential alternatives to antibiotic use and determine the value of existing research and studies, if available, to support these alternatives
- Educate appropriate Department employees regarding the antimicrobial use and resistance monitoring program in an effort to leverage their field presence for implementation of programmatic activities
- Participate in local programs discussing monitoring plans and results
- Advise other AUS staff on research and other findings of note in order to maintain uniformity of knowledge
- Meet with consumers, industry, retailers, and other stakeholders to increase their awareness and understanding of issues related to antimicrobial resistance
- Attend seminars, meetings, conferences, and continuing education classes to maintain veterinary license and to expand subject matter expertise in animal health and food safety and to maintain the most up-to-date research and scientific information available

Function #3 – Assist in the Administration of the Program 20%

- Review, apply, and enforce laws, regulations, and policies of the Department and of various local, State, and Federal government agencies in all aspects of assigned duties
- Recommend changes in legislation, regulations, and policies and procedures related to programs and functions when necessary
- Analyze and prepare comments and responses to proposed legislation and changes in regulations that may affect the AUS team's programs and functions
- Prepare clear and complete reports, letters, and memoranda as required
- Prepare and manage contracts, grants, and other agreements to execute and implement programmatic activities
- Participate in strategic planning for the Branch, Division or Department
- Represent AUS in various meetings with representatives from other states, federal agencies, industry stakeholders, and the California Animal Health and Food Safety Laboratory system
- Lead, coordinate, and/or participate in special projects as assigned
- Respond appropriately to legal matters such as Public Records Act Requests
- Participate in classes, meetings, and/or seminars to improve administrative, technical, and leadership skills
- Act as a subject matter expert in the development of departmental and stakeholder newsletters and outreach materials

B. Non-Essential Functions:

Function #5 – Miscellaneous duties **5%**

- Perform other job-related duties as requested by supervisor
- Conduct hearings and testify in court, as necessary

III. Work Environment

The duties of this position are mostly conducted indoors; however incumbent may occasionally be required to work outside, which may be under difficult conditions, and regular or recurring telework may occur as part of the incumbent's ongoing regular schedule in accordance with CDFA's Telework Policy.

Travel (including nights, weekends and holidays) for extensive periods may be required for meetings and events as well as during an emergency response. During emergency response periods, duties may require working long shifts at hours other than the normal work hours.

Indoor activities may include:

- Operating a computer with various software programs, including e-mail and word processing
- Entering data in a computer database
- Operating a telephone, facsimile, calculator, and copier
- Operating various filing drawers and bins
- Processing paperwork and samples
- Presenting to large groups

Outdoor activities may include:

- Working in livestock facilities at various locations including saleyards and milking parlors
- Inspecting livestock at farms, ranches, and saleyards or other livestock facilities
- Taking samples from livestock at farms, ranches, saleyards or other livestock facilities
- Frequent travel by State vehicle or other modes of transportation to various locations in California
- Standing for extended periods of time
- Exposure to potential allergens

The incumbent may encounter:

- Confrontational, unfriendly, or irate individuals
- Quickly moving heavy gates
- Stampeding livestock
- Crowded milking parlors, feedlots, swine pens and broiler barns
- Heavy machinery
- Extremes in temperature
- High levels of noise
- Various unpleasant odors
- Sick and diseased animals
- Steep or uneven terrain

IV. Employee Statement

(Initial applicable statement)

____ I have read and understand the duties and essential functions of the position. I understand Reasonable Accommodation[1] and how it applies to essential functions. I can perform the duties of this job without Reasonable Accommodation.

OR

____ I have read and understand the duties and essential functions of the position. I understand Reasonable Accommodation[1] and how it applies to essential functions. I will need Reasonable Accommodation to perform one or more of the essential functions described in this duty statement.

_____	_____
Employee Signature[2] (Date)	Supervisor Signature (Date)

[1] A Reasonable Accommodation is an adjustment or modification to a job or workplace that allows qualified employees or prospective employees to perform the essential job functions successfully.

[2] Duties of this position are subject to change and may be revised as needed or required. If/when duties change, you will be provided a revised duty statement to sign.