

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

**Veterinarian (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 levels of antibiotic resistance associated with farm animals and animal products. Additionally, AUS works with universities to develop antimicrobial stewardship tools and best animal 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 (General) plans, organizes and coordinates activities related to the State’s Antimicrobial Use and Stewardship Program. The Veterinarian (General) will work closely with and take direction from the Veterinarian Specialist to develop guidelines for on-farm antibiotic use, husbandry, health outcomes, and sustainable stewardship. The incumbent may act as a lead on one or more programs or functions, provide technical assistance to local veterinarians, and is responsible for providing technical guidance and training to lower level professional and support staff. The incumbent will create effective guidelines and best management practices, which require extensive investigation, development, and efficacy assessments. These will be created and maintained for the numerous livestock and poultry species/production types in California, and will require collaborating with different specialists.

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 analysis; make appropriate decisions and recommendations; work independently to complete assignments; conduct hearings and testify in court; work well under pressure; meet required deadlines; and effectively communicate in speech and writing.

<b>Employee:</b>	<b>Vacant</b>
<b>Classification:</b>	<b>Veterinarian (General)</b>
<b>Position Number:</b>	<b>014-118-0177-001</b>
<b>Division:</b>	<b>Animal Health and Food Safety Services</b>
<b>Branch:</b>	<b>Antimicrobial Use and Stewardship</b>
<b>Location:</b>	<b>Sacramento Headquarters Office</b>
<b>Date Prepared:</b>	<b>June 15, 2022</b>
<b>Work Hours:</b>	<b>40 Hours/Week</b>

**License or Other Requirements:**

Possession of a valid license issued by the Veterinary Medical Board (VMB) for the State of California to practice as a Doctor of Veterinary Medicine. [Applicants who do not yet possess a valid California license but who are in the process of obtaining a license to practice Veterinary Medicine in California may be appointed but must secure the required license within 12 months of the date of 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 –Research and Development

45%

- Plan, organize, and coordinate Stewardship related activities for California livestock producers
- Coordinate with universities, the California Animal Health and Food Safety (CAHFS) Laboratory, industry stakeholders, and other Federal and State agencies to develop resourcematerials to contribute to appropriate antimicrobial stewardship
- Identify gaps in current program operations and seek to establish outreach materials, industry connections, and facilitate meetings
- Conduct on-site and/or virtual interviews of select industry participants representing all sectors of livestock production and all geographic areas on antimicrobial use and practices
- Coordinate with AUS Surveys & Studies staff to apply information gathered into applicable, scientifically based materials for veterinarians and producers within the state, including a special emphasis on management practices and disease occurrence in the top vulnerable groups.
- Summarize findings, such as from scientific literature and other validated information sources, and provide guidance to AUS' Stewardship Program Veterinarian Specialist
- Be the point of contact and manage the development of multiple stewardship programs produced under contract.
- Evaluate product effectiveness, identify information gaps, and work with the Department's Regulated Use and Stewardship teams to implement program enhancements
- Attend and participate in state and national strategic planning meetings, which may be in-person or virtual, to develop and modify program based on current, recurrent, or newly emerging research and trends
- Prepare and submit required program documentation and reports, including solicitations for funding requests and requests for public comments from Federal agencies
- Interpret scientific findings, provide summary assessments of relevant antimicrobial resistance and antibiotic use literature, and present to higher-level scientists
- Research antimicrobial resistance, antibiotic use trends, and other State and Federal plans in order to contribute to the development of California's Stewardship program
- Provide summary assessments of research that adds to the stewardship knowledge base of the Veterinarian Specialist
- Research other approaches to antibiotic stewardship from human and animal health settings and evaluate applicability for use in California guidelines
- Participate in hands-on field activities, such as sample and data collection and delivery of experiential learning, in support of programmatic functions

**Function #2 – Provide Guidance on Antimicrobial Use**

**25%**

- Research professional journals to maintain knowledge and expertise related to antimicrobial resistance to serve as a State resource for program issues
- Prepare and/or contribute to technical papers and scientific articles related to program activities when necessary
- Participate in the U. S. Department of Agriculture’s National Animal Health Monitoring System commodity-specific training for conducting surveys and sampling in order to leverage federal study design investments
- Research other approaches to antibiotic stewardship from human and animal health settings and evaluate applicability for use in California guidelines
- Research and gather information on potential alternatives to antibiotic use and determine if there is existing research and studies to support these alternatives
- Participate in local programs to discuss needs
- Advise other AUS staff on relevant findings to maintain uniformity of knowledge
- Conduct in-person and/or virtual meetings with consumers and retailers to increase their program awareness

**Function #3 – Administrative**

**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
- Prepare clear and complete reports, letters, and memorandums as required
- Participate in strategic planning for the Branch, Division or Department
- Lead, coordinate, and/or participate in special projects as assigned
- Respond appropriately to legal matters such as Public Records Act requests
- Act as a subject matter expert in the development of departmental and stakeholder newsletters and outreach materials

**B. Non-Essential Functions:**

**Function #4 – Miscellaneous Duties**

**5%**

- Perform other job-related duties as requested by supervisor

**Function #5 – Continuing Education**

**5%**

- 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

### **III. Work Environment**

The duties of this position are mostly conducted indoors, however incumbent may occasionally be required to work outside and under difficult conditions.

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.

Regular or recurring telework may occur as part of the incumbent's ongoing regular schedule in accordance with CDFA's Telework Policy.

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's Statement**  
**(Please initial one of the two options listed below.)**

\_\_\_\_\_ I have read and understand the duties and essential functions of the position. I understand Reasonable Accommodation<sup>1</sup> 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<sup>1</sup> 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<sup>2</sup>                      Date

\_\_\_\_\_  
Supervisor Signature                      Date

\_\_\_\_\_  
Print Name

\_\_\_\_\_  
Print Name

<sup>1</sup> A reasonable accommodation is an adjustment or modification to a job or workplace that allows qualified employees or prospective employees to perform the essential functions of the job successfully.

<sup>2</sup> 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.