

☒	Current
☐	Proposed

Classification / Working Title Veterinarian (General) / Stewardship Veterinarian	Employee Name
Position Number 014-118-0177-003	Supervisor Name / Classification Dr. Edith Marshall / Research Scientist Supervisor II
Division / Branch / Unit AHFSS / AUS	Effective Date
Collective Bargaining Unit Identifier (CBID) R10	Work Week Group (WWG) E
Tenure Permanent	Timebase Full Time
Physical CDFA Headquarters Location 1220 N Street, Sacramento, CA 95814	Division / Program Hyperlink https://www.cdfa.ca.gov/ahfss/aus/
As an employee of the California Department of Food and Agriculture (CDFA), we are stewards of public resources, we operate in a transparent, authentic, and ethical manner and are accountable for our actions. We expect true, open partnership with our colleagues within CDFA and with our partners outside of CDFA. We demonstrate courtesy, dignity, compassion, and consideration in every interaction. Together, we strive to create a workplace and implement programs that promote diversity, equity, belonging, and accessibility. We base our vision for the future and our everyday decisions on fair, objective measures and cutting-edge science.	
Division / Branch / DAA Information: Antimicrobial Use and Stewardship (AUS) is a statewide program intended to promote actions to slow the development of resistant bacteria associated with livestock and poultry that have negative public health 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 antimicrobial resistance associated with farm animals and animal products. Additionally, AUS works with universities to develop antimicrobial stewardship tools and best animal management practices to mitigate the development of antimicrobial resistance while maintaining health and welfare outcomes.	
Position Identification: 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 antimicrobial use, husbandry, optimal 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 instruction 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. 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.	

Special Requirements:

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| ☐ Conflict of Interest Filer (Form 700) | ☒ California Driver's License |
| ☒ Medical Clearance | ☐ Travel Required over 10% - Employer Pull Notice (EPN) Required |
| ☒ License / Certificate Required | ☐ Field Work: ____% |
| ☐ Bilingual: Pass a State written and/or verbal proficiency exam in _____ | ☐ Other (Specify): _____ |
| ☒ Telework (TW) Eligible: The amount of telework is at the discretion of the CDFA. It is based on the current TW policy and is subject to change. | |

Essential Functions:

45%	Stewardship Program Development and Operations - Plan, organize, and coordinate Stewardship-related activities as a technical resource for antimicrobial resistance and disease prevention information for California livestock producers, which includes interpreting scientific findings on antimicrobial resistance, antimicrobial use trends, and other State and Federal plans and programs, and clearly communicate scientific information - Coordinate with AUS Surveys & Studies staff to apply gathered information into applicable, scientifically based resources and presentations for veterinarians and producers within the state, including a special emphasis on management practices and disease occurrence in non-commercial and minor species groups - Evaluate outreach effectiveness, identify information gaps that hinder producer and veterinary adoption, and work with the Department's Regulated Use and Stewardship teams to implement program enhancements regarding Veterinary Feed Directives - Participate in state and national strategic planning meetings to develop and modify the program based on current, recurrent, or newly emerging research and trends; participate in hands-on field activities, such as USDA's NAHMS commodity-specific training, in support of programmatic functions and to leverage federal study design investments - Manage contracts and professional relationships with universities, the California Animal Health and Food Safety (CAHFS) Laboratory, industry stakeholders, and other federal and State agencies to develop resource materials that contribute to appropriate antimicrobial stewardship - Receive and respond to veterinary shortage inquiries from livestock producers and veterinarians, particularly assisting with California's participation in the USDA NIFA Veterinary Medicine Loan Repayment Program
30%	Provide Guidance on Antimicrobial Use Interpret and apply scientific data, methods, and principles relating to the Food and Drug Administration's (FDA) medicated feed program, the Veterinary

	Feed Directive (VFD), medically important antimicrobial drugs use, and educating veterinarians on antimicrobial drug use and stewardship laws and regulations, including FDA's Extra Label Drug Use regulations • Prepare and/or contribute to technical papers and scientific articles related to program activities; maintain expertise by researching professional journals and attending relevant meetings • Create engaging resources to communicate highly technical information to the appropriate stakeholders to maximize stewardship uptake and implementation • Travel by car, throughout California, and attend veterinary and agricultural industry meetings, communicate information/findings, receive feedback on programmatic outreach, and promote adoption • Gather information on potential alternatives to antimicrobial use and determine if there are sufficient existing research and studies to support promotion of these alternatives • Assist with development of statewide livestock antibiograms
20%	Administrative Duties • As a subject matter expert, develop departmental and stakeholder newsletters and outreach materials and recommend changes in legislation, regulations, policies and procedures related to programs and functions, when necessary • Prepare clear and complete reports, letters, and memorandums, as well as participate in strategic planning for the Branch, Division, or Department • Lead, coordinate, and/or participate in special projects as assigned
Non-Essential/Marginal Functions:	
5%	Other related duties as assigned.
Required Qualifications: 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. <i>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.</i>	
Desirable Qualifications: Although a background in antimicrobial resistance is desirable, it is not required. We'll provide you with on-the-job training to strengthen your knowledge of this subject matter. Additionally, veterinarians with clinical experience may have unknowingly performed adequate regulatory work that will assist them in their knowledge and understanding of working with regulatory agencies (i.e., administering rabies vaccinations, issuing VFDs or Certificates of Veterinary Inspection (CVIs)).	
Work Environment and Equipment Used: The duties of this position are mostly conducted indoors. However, the 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 outside of 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, word processing, and Excel
- Entering data in a computer database
- Operating a telephone, all-in-one-printer, 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
- Travel by State vehicle or other modes of transportation to various locations in California
- Standing for extended periods of time
- Work in environments with potential exposures to hazards such as allergens, including dust and animal dander, and non-hazardous and hazardous agricultural and industrial chemicals

The incumbent may encounter:

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

STATE OF CALIFORNIA
DEPARTMENT OF FOOD AND AGRICULTURE
HUMAN RESOURCES BRANCH
DUTY STATEMENT
SO-92 (EST. 12/2025)

Employee Certification

This duty statement reflects the typical duties of the essential functions described for the position. It is not considered an all-inclusive list of work requirements. I have read and discussed the duties of this position with my supervisor and understand I may perform other duties as assigned, including but not limited to, work in other functional areas to cover absences, peak work periods, or balance workload.

I certify I possess qualifications, including but not limited to, integrity, initiative, dependability, good judgement, and the ability to work cooperatively with others. Additionally, I am able to perform the assigned duties with or without reasonable accommodation. Should I have any concerns about performing the assigned duties, I will discuss them with the hiring manager who will provide the required information for the Office of Civil Rights.

I have read the duty statement and discussed the duties with my supervisor.

Employee Name (Print)	Signature	Date
Supervisor Statement: I have discussed the duties outlined in the duty statement and provided a copy to the employee.		
Supervisor Name (Print)	Signature	Date

CC: Employee
Official Personnel File
Supervisor's Drop File