

Position Summary

This position plays a major role on a team committed to assuring a healthy animal population and thus a safe and wholesome food supply for consumers of Wisconsin's animal products. This position serves as the veterinary specialist and program manager for the Division's farm raised deer and Chronic Wasting Disease (CWD) program. The position works with industry and other state, tribal, national and international organizations in the development of, disease control methods, testing protocols, management practices, and educational materials. This position reviews laboratory results, works, closely with the WI Veterinary Diagnostic Laboratory, and takes appropriate steps to uphold the laws of the state and federal governments. The position provides training, education and outreach services in the area of disease control to division staff, private veterinarians, livestock producers and the public. The supervisor provides administrative direction with assignments in terms of broadly defined missions and functions. The employee has responsibility for independently planning, designing and carrying out program initiatives and managing their budgets within the confines of the resources available. The position provides support for program veterinarians in epidemiology during disease outbreaks and investigations. Work assignments may include some travel and hands on veterinary medical work. Work encompasses a variety of species ranging from traditional livestock to exotic animals.

Goals and Activities

25% Goal A: Management of agency initiatives related to the prevention and surveillance of animal diseases to protect animal and public health.

- A1. Assess current veterinary practices, status of animal agriculture and related trends in the field of animal health, identify industry changes and areas within the agency and programs that may be impacted.
- A2. Collaborate with industry, other agencies (state and federal) and the WI Veterinary Diagnostic Laboratory (WVDL) to develop standards and best management practices regarding the prevention and surveillance of animal disease.
- A3. Develop, evaluate, and improve programs and operational activities designed to prevent or eliminate threats to Wisconsin agriculture from emerging or newly introduced species and diseases.
- A4. Advance division initiatives and policy in the area of animal identification to improve traceability and response time.
- A5. Contribute to integration of information so that program decisions are science-based.
- A6. Support the division's and department's emergency response and foreign animal disease investigation teams. Facilitate disease control and/or eradication.

25% Goal B: Administration of the Farm-Raised Deer Program including the Chronic Wasting Disease (CWD) Program.

- B1. Direct the Farm-Raised Deer program including managing registration of farms and hunting preserves. Ensure compliance with applicable rules, policies and procedures.

- B2. Direct the chronic wasting disease, or other major disease, monitoring and eradication programs in consultation with other division management staff, industry representatives, and other state or federal agencies.
- B3. Work with Bureau of Field Services to establish program standards and standard inspection procedures for Farm-Raised Deer keepers and hunting preserves.
- B4. Identify problems and issues pertaining to current program management. Develop recommendations to rectify these issues through administrative rule, legislative or other process.
- B5. Ensure CWD provisions address industry concerns while protecting the health of farm-raised and wild cervids.
- B6. Monitor the status of herd clean-up plans and quarantines, providing direction on the best course of action and needed remedial measures.
- B7. In cooperation with the Division Office Manager and other appropriate staff, monitor the program area resources, implementing internal procedures to review and account for appropriations and expenditures.
- B8. Initiate recommendations, rules, or legislation to improve program directions or operations.
- B9. Meet routinely with the Bureau Director to assess animal disease control programs, providing technical advice and recommendations on long and short term plans for field staff.

10% Goal C: Management of program area budget, policy and operations.

- C1. Develop and manage the program area operating budget, implementing internal procedures to review and account for appropriations and expenditures. Recommend remedial actions as necessary.
- C2. Routinely conduct a workload analysis to determine effectiveness of program processes and their efficiency (e.g., assess staff usage in bureau, response time to customer inquiries, etc).
- C3. Identify current and anticipated future funding needs and work with agency managers or industry representatives to develop and implement options to meet those needs (e.g., assess fee structures, evaluate position costs versus contracting for services, etc.).
- C4. Identify, monitor, and analyze major local, state, and federal policy issues or proposed contracts. Evaluate the impact of existing or proposed policy, legislation, etc. on program initiatives.
- C5. Initiate recommendations, rules, or legislation to improve program directions or operations.

- C6. Develop, implement and oversee a system for measuring, analyzing, and evaluating programs through the collection of critical operational data, customer feedback, and onsite observations.

15% Goal D: Performance of outreach activities.

- D1. Provide education and training in animal disease control programs to division employees, veterinarians, producers, other agencies and the public.
- D2. Participate in and actively develop presentations, continuing education, public meetings, and professional programs on animal disease control and management.
- D3. Develop and update education/outreach materials. Electronic presentation and other instructional materials for disease programs.
- D4. Provide timely information to division employees on new/current developments in animal disease.
- D5. Regularly serve as a consultant to division employees, veterinary practitioners, animal owners, etc. regarding veterinary health issues.

10% Goal E: Performance of special assignments.

- E1. Provides backup support for other division veterinarians.
- E2. Completes special projects of a like and similar nature to program responsibilities as assigned.
- E3. Performance of diagnostic investigations and examinations in area/s of specialization.
- E4. Where appropriate, actively solicit grants and funds to support expansion of animal health programs in Wisconsin and increase knowledge of animal disease and epidemiology.
- E5. As required, serve as an expert witness in one or more recognized veterinary specialty areas on behalf of the division or department.
- E6. Perform other duties as assigned.

15% Goal F: Provide epidemiologic support to the Division during disease outbreaks and investigations

- F1. Conducts epidemiologic evaluation of disease outbreaks within position's program areas.
- F2. Provide epidemiologic support to program veterinarians as needed for disease investigations and outbreaks.
- F3. Assess and evaluate utilization of new laboratory tests within relevant program area(s); serve as consultants to veterinary practitioners and animal owners regarding veterinary health problems; and serve as expert witnesses in one or more recognized veterinary specialty areas on behalf of the division or department.

- F4. Performs advanced and specialized work in epidemiologic investigations related to a variety of animal diseases and animal species; and provide educational and consultative services to a variety of audiences.
- F5. Develops disease response plans, review and modify existing response plans, both within the position's area of specialty and in other programs.
- F6. Serve as a consultant to veterinary practitioners and animal owners regarding veterinary health problems; and serve as expert witnesses in specialty areas on behalf of the division or department.

Knowledge and Skills

- In depth knowledge of farm raised cervids and program diseases- including animal management, diagnosis, transmission, management and control of diseases such as CWD, Tuberculosis, and Brucellosis.
- Advanced skills and application of epidemiologic principles in veterinary medicine.
- Ability to build intra and interagency partnerships.
- Knowledge of program management and policy development techniques.
- Knowledge of program budget management. This includes evaluation staff and resource needs.
- Mastery of the principles, concepts, scientific methodology and techniques of the field of veterinary medicine. Ability to apply principles of veterinary medicine and problem solving skills to address issues that are cannot be resolved through established methods.
- Ability to communicate effectively to a variety of audiences on topics of a complex and critical nature. Experienced in effective communication (e.g., Emotional intelligence, active listening and conflict resolutions skills).
- Ability to work with industry and other professional groups/agencies in a collaborative setting.
- Ability to plan and organize complex work assignments, coordinating with the work of others.
- Knowledge of Wisconsin animal health programs, rules, Division's and Department's mission and goals and how regulation of livestock industry and control of animal diseases support those missions and goals.
- Computer skills and experience using multiple software programs, such as Microsoft Office.
- Utilizes effective training and outreach techniques.
- Understands laboratory tests results and is able to evaluate and interpret results.
- Ability to critically review scientific literature.
- Skilled in report writing and documentation (e.g., concise, accurate and timely).

Special Requirements:

1. Doctor of Veterinary Medicine (DVM) or equivalent degree from a college of veterinary medicine accredited by the American Veterinary Medical Association (AVMA).
2. Possession of, or eligibility for, a license to practice veterinary medicine in Wisconsin and state/federal accreditation.
3. Preference for post graduate degree (MS or Ph.D.) a specialized veterinary discipline (e.g., veterinary pathology, veterinary toxicology, epidemiology, etc.): or possession of equivalent certificate of residency, board certification such as: diplomate status in the American College of

Veterinary Pathologists, American Board of Veterinary Toxicology, American College of Veterinary Microbiologists, etc.: or at least 5 years work experience with an emphasis in epidemiology.

4. Valid Wisconsin driver's license.
5. Ability for limited travel.