



## EPIDEMIOLOGIST, POULTRY DISEASES

### **CHARACTERISTICS OF WORK:**

This is administrative work involved in carrying out a regulatory poultry improvement program established by State-Federal agreement, and other laws and regulations promulgated by the Mississippi Board of Animal Health. The work includes assisting in poultry disease control work and inspection of hatcheries and poultry farms for the entire state of Mississippi to determine compliance with the regulations of the Mississippi Board of Animal Health. Incumbent is also responsible for regular cooperation with other states, allied industries, public and private industries, on a regional basis as regards such factors as outbreaks of exotic foreign diseases, transportation and sources of infection which could delay program goals and disease eradication. The incumbent is subject to the general administrative direction of the State Veterinarian.

### **MINIMUM QUALIFICATIONS:**

These minimum qualifications have been agreed upon by Subject Matter Experts (SMEs) in this job class and are based upon a job analysis and the essential functions. However, if a candidate believes he/she is qualified for the job although he/she does not have the minimum qualifications set forth below, he/she may request special consideration through substitution of related education and experience, demonstrating the ability to perform the essential functions of the position. Any request to substitute related education or experience for minimum qualifications must be addressed to the State Personnel Board in writing, identifying the related education and experience which demonstrates the candidate's ability to perform all essential functions of the position.

### **EXPERIENCE/EDUCATIONAL REQUIREMENTS:**

#### **Education:**

A Master's Degree from an accredited four-year college or university in Poultry Science;

**OR**

#### **Education:**

A Bachelor's Degree from an accredited four-year college or university in Poultry Science;

**AND**

#### **Experience:**

One (1) year of experience in poultry production or epidemiology.

### **PHYSICAL REQUIREMENTS:**

These physical requirements are not exhaustive, and additional job related physical requirements may be added to these by individual agencies on an as needed basis. Corrective devices may be

used to meet physical requirements. These are typical requirements; however, reasonable accommodations may be possible.

**Light Work:** May frequently walk or stand and/or frequently exert force equivalent to lifting up to approximately 10 pounds and/or occasionally exert force equivalent to lifting up to approximately 20 pounds.

**Vision:** Requires the ability to perceive the nature of objects by the eye.

**Near Acuity:** Clarity of vision at 20 inches or less.

**Midrange:** Clarity of vision at distances of more than 20 inches and less than 20 feet.

**Far Acuity:** Clarity of vision at 20 feet or more.

**Peripheral:** Ability to observe an area that can be seen up and down or left and right while eyes are fixed on a given point.

**Depth Perception:** Three-dimensional vision. Ability to judge distances and spatial relationships so as to see objects where and as they actually are.

**Ability to adjust focus:** Ability to adjust the eye to bring an object into sharp focus.

**Speaking/Hearing:** Possesses the ability to give and receive information through speaking and listening skills.

**Motor Coordination:** While performing the duties of this job, the incumbent is regularly required to stand; walk; use hands to finger, handle, or feel objects, tools, or controls; and reach with hands and arms. The incumbent is frequently required to sit; climb or balance; and stoop, kneel, crouch, or bend.

## **COMPETENCIES:**

The following competencies describe the knowledge, skills, abilities, and attributes that lead to a successful employee in this position. An applicant will be expected to exhibit these competencies or the ability to reach competency achievement within a specified time. These competencies are linked to the essential functions of the job. Employees in this position may be evaluated on these competencies as part of the performance appraisal system. Example behaviors are listed below each competency and are used for illustrative purposes only. Specific behaviors may be identified and included later by the hiring agency. It is understood that some of these behaviors might not be acquired until a reasonable time after hire. Failure of an employee to successfully demonstrate some or all of these competencies, as deemed important by his or her reporting official, may result in the employee being placed on a performance improvement plan. If after a reasonable period of time, usually three (3) months, the employee fails to demonstrate successful performance, the employee may be terminated. These competencies include, but are not limited to, the following:

### **PUBLIC SECTOR COMPETENCIES:**

**Integrity:** Exhibits behaviors showing a strong internal personal commitment to fundamental principles of honesty and fairness dealing in all activities related to job performance.

**Work Ethic:** Is productive, diligent, conscientious, timely, and loyal.

**Service Orientation:** Demonstrates a commitment to quality public service through statements and actions.

**Accountability:** Accepts responsibility for actions and results.

**Self Management Skills:** Effectively manages emotions and impulses and maintains a positive attitude.

**Interpersonal Skills:** Shows understanding, courtesy, tact, empathy, and concern to develop and maintain relationships.

**Communication Skills:** Receives, attends to, interprets, and responds to verbal messages and expresses information to individuals or groups effectively.

**Self-Development:** Adapts behavior or work methods in response to new information, changing conditions, or unexpected obstacles.

#### **TECHNICAL COMPETENCIES:**

**Epidemiology and Control of Poultry Diseases:** Possesses knowledge of factors affecting the health and illness of poultry populations; distribution patterns and seasonal trends of poultry diseases; and appropriate control strategies used in the interest of public health.

Assists in poultry disease control work and in the inspection of hatcheries and poultry farms for the entire state of Mississippi to determine compliance with regulations of the Mississippi Board of Animal Health. Understands and assesses the health status of poultry populations, determinants of health and illness, and factors contributing to poultry disease prevention.

**Data Analysis and Interpretation:** Possesses the capacity to analyze data, recognize and understand test results, interpret results, and present results to different types of audiences.

Analyzes surveys, special projects, and special reports to detect significant trends influencing the progress of control and eradication program. Reviews and analyzes all outbreaks of non-routine poultry diseases occurring in the State for the State Veterinarian's review.

**Planning and Evaluating:** Determines short or long term goals and strategies to achieve them; coordinates with others to accomplish goals; monitors progress and evaluates outcomes.

Evaluates the effectiveness or performance of procedures and programs. Anticipates serious poultry disease outbreaks and provides organized plan for various important diseases. Reviews and evaluates current information as it related to present control and eradication program activities. Plans surveys, special projects, and special reports.

**Establishing and Maintaining Interpersonal Relationships:** Develops constructive and cooperative working relationships with others and maintains them over time in order to enhance performance on the job.

Is responsible for regular cooperation with other states, allied industries, and public and private industries on a regional basis regarding such factors as outbreaks of exotic foreign diseases, transportation, and sources of infection which could delay program goals and disease eradication. Acts as an advocate for the agency. Represents the State Veterinarian, the Mississippi Board of Animal Health, and poultry industry in the area of regulatory control of poultry diseases in the State of Mississippi.

**Project Management:** Plans, implements, and maintains programs and projects related to a regulatory poultry improvement program established by State-Federal agreement and other laws and regulations promulgated by the Mississippi Board of Animal Health.

Ensures continuation of regulatory poultry improvement program. Establishes appropriate timelines and deadlines to achieve project goals. Plans, develops, and coordinates a training program for authorized testing agents and poultry health technicians and servicemen. Plans and manages special projects.

**ESSENTIAL FUNCTIONS:**

**Additional essential functions may be identified and included by the hiring agency. The essential functions include, but are not limited to, the following:**

1. Ensures continuation of a regulatory poultry improvement program.
2. Coordinates training program for testing agents, technicians, and servicemen.
3. Acts as an advocate for the agency.

**EXAMPLES OF WORK:**

**Examples of work performed in this classification include, but are not limited to, the following:**

Anticipates serious poultry disease outbreaks and provides organized plan for various important diseases.

Reviews, analyzes, and coordinates on a monthly basis all outbreaks of non-routine poultry diseases occurring in the State for the State Veterinarian's review.

Plans and analyzes surveys, special projects, and special reports to detect significant trends influencing the progress of control and eradication program.

Plans, develops, and coordinates a training program for authorized testing agents and poultry health technicians or servicemen.

Reviews and evaluates current information as it relates to present control and eradication program activities.

Represents the State Veterinarian, the Mississippi Board of Animal Health, and poultry industry in the area of regulatory control of poultry diseases in the State of Mississippi.

Performs related or similar duties as required or assigned.

**INTERVIEW REQUIREMENTS:**

Any candidate who is called to an agency for an interview must notify the interviewing agency in writing of any reasonable accommodation needed prior to the date of the interview.