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## DEPARTMENT OF AGRICULTURE

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Sparks, Nevada 89431-5557  
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### UNCLASSIFIED JOB ANNOUNCEMENT POSTED March 17, 2023 STATE VETERINARIAN, DIVISION OF ANIMAL INDUSTRY NEVADA DEPARTMENT OF AGRICULTURE

#### **RECRUITMENT OPEN TO:**

This is an open competitive recruitment, open to all qualified applicants. This position is appointed by and serves at the pleasure of the director of the Nevada Department of Agriculture (NDA).

#### **DEPARTMENT DESCRIPTION:**

The NDA's mission is to preserve, protect and promote Nevada agriculture. Through its five divisions Administrative Services, Animal Industry, Measurement Standards, Food and Nutrition, and Plant Health and Compliance and 225 dedicated employees, the NDA supports agriculture and food manufacturing industries while also ensuring a safe food supply, protecting, and promoting the livestock industry of the state of Nevada, worker safety through regulatory and administrative practices, and public and environmental health. The NDA also provides oversight for the United States Department of Agriculture's school and community nutrition food distribution programs, ensuring food security for all Nevadans.

#### **THE POSITION:**

The state veterinarian serves under the direction of the NDA's Division of Animal Industry Administrator. The State Veterinarian is in the unclassified service of the State and serves at the pleasure of the Director and works to develop and execute a strategic vision for animal and public health and safety in Nevada. This position is responsible for the development, evaluation and improvement of programs and operational activities designed to prevent or eliminate threats to Nevada agriculture from emerging or newly introduced diseases of domestic or wildlife animals. The Veterinary Medical Services program is responsible for statewide disease traceability, surveillance, epidemiology, outreach, and enforcement related to livestock and domestic animal laws. The position provides leadership, direction, and oversight of programs for the control and eradication of certain infectious, contagious and/or parasitic diseases of livestock. The State Veterinarian also works collaboratively with county, state, federal and industry partners to provide public health and wildlife education and advisement and serves as the authority on all potential quarantine matters in Nevada. Duties and responsibilities include, but are not limited to:

- Manages a diverse professional staff by directing staff on organizational goals; provides coaching and development to division employees and evaluates performance of direct reports.
- Directing and supervising the administrative and technical activities of the dairy and animal disease laboratories and related programs

- Collaboratively assists in establishing strategic direction for Department programs, including recognizing future policy requirements, potential legislative change and the impact on the organization and Nevada animal health
- Establishes, implements, and monitors department goals, objectives, policies, and procedures
- Assists in development of bureau budget, approves expenditures, and oversight and monitoring of animal health programs' revenue and expenditures
- Monitoring of current state and federal cooperative agreements and grants
- Provides animal health consultation to department personnel, the public, varied interest groups and other state and federal agencies regarding animal disease and health matters, program requirements, laws and regulations
- Promote Nevada's emergency response and preparedness capabilities to enhance responses to animal emergency events through collaboration with livestock industries
- Represents the Department in meetings with various state, regional and national regulatory groups, agricultural commissions, marketing associations and commodity groups
- Responsible for assisting in review and recommendations to the Department and determining advisability of legal actions and recommendations in relation to managed programs
- Provides direction, guidance, and training to NDA Veterinary Medical Services staff, NDA Agricultural Police Officers and support staff in animal health emergency management procedures, and animal health programs
- Drafts and proposes program changes in laws and regulations for review by Administrator, Director and Legal. Provide testimony at legislative committees, then delegate memorandums-of-understanding and agreements related to programs managed.
- Frequent travel throughout the state, as well as periodic travel to out-of-state conferences and training
- Other duties as assigned

**TO QUALIFY:**

Applicants must be a graduate of a veterinary school or college approved by the American Veterinary Medical Association and have 3 years of experience in official work for regulating and controlling diseases in livestock (NRS 561.205).

Regulatory experience, as a licensed veterinarian, includes but is not limited to, regulating, and/or controlling disease in livestock, s; background in large animal medicine, epidemiology, and livestock production; background in and comfort with livestock field necropsy or post-mortem examinations, participation in federal/state regulatory programs such as issuing health certificates, equine infectious anemia sampling, rabies vaccination programs, and Trichomoniasis testing. Additional qualifications may include, knowledge of zoonotic diseases and the ability to address public health concerns, knowledge and understanding of programs, statutes, and regulations relevant to animal disease prevention, testing, and diagnosis, having the ability to plan, organize and direct work of multi-disciplinary staff and integrate activities of diverse programs, experience in implementing public awareness and education programs to facilitate outreach communication to both medical and non-medical groups, and knowledge of Animal Disease Traceability (ADT).

**LICENSE:**

Possession of a valid license to practice veterinary medicine as issued by a United States licensing agency. Requires a valid Nevada Driver's License

**ADDITIONAL REQUIREMENTS:**

Please respond to the following questions and limit your response to one page per question. Responses should include timeframes; reference to specific regulation or statute, when applicable; and level of responsibility in each position as it relates to experience in the question.

1. Describe, in detail, your official work in regulating and controlling diseases in livestock inclusive of s, equine, bovine, porcine, ovine, caprine, or poultry.
2. Describe, in detail, your response, as the Nevada state veterinarian, to a single unintentional introduction of classical swine fever in a swine operation.
3. Describe your experience working with diverse industry groups to build consensus regarding an unpopular or difficult problem (i.e., Trichomonosis, ADT, or other serious issues.)
4. Describe your experience as a supervisor and knowledge of management practices which include planning, organizing, and leading a team.
5. Describe your experience in writing and/or managing federal cooperative agreements, the budgeting process, and any other financial management experience.
6. Describe your background in large animal medicine, epidemiology, and livestock production. (Typically gained by at least one year of work experience primarily involved with large animal medicine, epidemiology, and livestock production.)

**POSITION LOCATION:**

The NDA headquarters is located in Sparks, Nevada. The NDA will consider applications for the NDA headquarters as well as offices in Elko, NV and Las Vegas, NV.

**APPROXIMATE ANNUAL SALARY:**

Up to \$124,705 plus benefits \* (Salary range reflects retirement (PERS) contributions by both the employee and employer. An employer paid contribution plan is also available with a reduced gross salary.)

**BENEFITS:**

Medical, dental, vision care, life and disability insurance programs are available; eleven paid holidays per year; three weeks of annual leave; three weeks of sick leave; state defined benefit retirement plan; tax-sheltered deferred compensation plan available. State employees do not contribute to Social Security; however, a small Medicare deduction is required. Long-term employees enjoy additional benefits. For additional information, please visit the Department of Administration's Division of Human Resource Management, the Nevada Public Employees Benefits Program, and the Public Employees Retirement System of Nevada.

**SELECTION PROCESS:**

Submittals will be reviewed to determine those with the most appropriate qualifications to be invited for an interview. In person interviews will be conducted at the Sparks headquarters. All interview related expenses are the responsibility of the applicant. No stipend is available for candidates not currently in Nevada state service. The NDA Director will make final selection.

**APPLICATION SUBMITTALS WILL BE ACCEPTED UNTIL POSITION IS FILLED**

All applications will be accepted on a first-come, first-served basis. Hiring may occur at any time during the recruitment process. To be considered, all submittals shall include: a cover letter, response to the questions above, resume and/or curriculum vitae, and the name, address, email, and telephone number for five professional references. The successful applicant will be required to undergo a background investigation and are responsible for this expense.

**SUBMIT APPLICATION/DIRECT ALL INQUIRIES TO:**

Doug Farris, Administrator

[d.farris@agri.nv.gov](mailto:d.farris@agri.nv.gov)

PLEASE REFERENCE THE FOLLOWING IN THE SUBJECT LINE:

Last Name/Position Title/How you heard about this position.

*The State of Nevada is committed to Equal Employment Opportunity/Affirmative Action in recruitment of its employees and does not discriminate on the basis of race, color, national origin, religion or belief, age, disability, sex, sexual orientation, gender identity or expression, pregnancy, domestic partnership, genetic information (GINA), or compensation and/or wages.*