

## ANIMAL HEALTH TECHNICIAN SUPERVISOR (POULTRY)

This is administrative and supervisory work in directing the statewide field operations of the poultry inspection program to ensure compliance to the regulations of the State of North Carolina and the provisions of the National Poultry Improvement Plan. Employee coordinates and supervises a field staff of Animal Health Technicians involved in the control and eradication of disease and the education of the poultry industry. Work involves the investigation of sources of contagious disease, serving as liaison between regulatory agencies and the poultry industry, and conducting inspections of hatcheries, fairs and poultry shows. Employee monitors documents for the import and export of poultry. Employee reports to the Veterinary Laboratory Assistant Director, who serves as Director of the National Poultry Improvement Plan for North Carolina, and work may include other duties as assigned.

### I. SUPERVISORY/MANAGERIAL FUNCTIONS:

Planning - Work involves short range planning relating to work schedules and coordination of staff and longer range planning in conjunction with the Veterinary Laboratory assistant Director. Major policy or operational procedure changes are determined by higher level management.

Organizing and Directing - Subordinate employees are responsible for the daily scheduling of inspections within their designated areas except when more than one inspector is required to ensure completion within a short time-frame. Work assignments may be adjusted to meet critical demands, especially if there is an outbreak of disease.

Budgeting - Employee evaluates supply needs and makes recommendations.

Training - Employee identifies the training needs of the technicians and either provides the necessary on-the-job training to give the technicians the techniques and knowledges to perform the work, or makes such training available to these employees.

Setting Work Standards - Rules and regulations governing the inspection program are established by the State government and the National Improvement Plan. Employee assists the Veterinary Laboratory Assistant director in establishing work standards for inspections which determine the way in which the rules and regulations are carried out.

Reviewing Work - Employee reviews the work performed by inspection personnel for quality and adherence to standards and policies by participating in inspections with them and by regular discussions with the laboratory staff.

Counseling and Disciplining - Employee is responsible for counseling subordinate Animal Health Technicians and initiating disciplinary action in conjunction with the Veterinary Laboratory Assistant Director.

Performing Other Personnel Functions - Employee makes recommendations concerning selection, appointments, promotions, and other changes in employee status to a higher level for final review and approval.

II. SCOPE AND NATURE OF WORK SUPERVISED:

Dynamics of Work Supervised - Work methods, programs and goals are usually stable and predictable. However, the number and size of plants within the State are subject to change.

Variety of Work Supervised - Employee supervises a staff of Animal Health Technicians who conduct inspections of a variety of fowl and poultry facilities across the State.

Number of Employees Responsible For - Employee supervises 12 - 16 employees.

III. EXTENT OF SUPERVISION RECEIVED:

Work is performed with considerable independence and reviewed through telephone discussions with the Veterinary Laboratory Assistant Director.

IV. SPECIAL ADDITIONAL CONSIDERATIONS:

Supervision of Shift Operations - Not applicable.

Fluctuating Work Force - Not applicable.

Physical Dispersion of Employees - Employee supervises a staff of employees providing poultry inspection services throughout the State, resulting in a wide dispersion of subordinate employees.

V. JOB REQUIREMENTS:

Knowledges, Skills and Abilities - Considerable knowledge of the principles and practices of poultry management, particularly as these relate to the selecting, breeding, feeding, and housing of chickens and turkeys. Ability to comprehend, explain and apply rules and regulations. Ability to plan, develop and administer a statewide inspection program. Ability to train technicians and to instruct testing agents, flock owners and others in the techniques of proper poultry management. Ability to assess program and personnel needs and to recommend appropriate actions to management. Ability to designate the proper way to vaccinate and draw blood samples and read blood tests from poultry. Ability to identify a variety of poultry diseases and disorders and to recommend appropriate treatment or management methods which will control or eradicate the condition. Ability to evaluate forms, records and reports. Ability to communicate effectively and to persuade individuals to take necessary actions. Ability to maintain effective working relationships with plant management and employees and to negotiate solutions to problems. Ability to work independently. Ability to supervise others.

Minimum Education and Experience - Graduation from high school and five years experience in the production, management or sale of poultry; or an equivalent combination of education and experience.

Special Note: This is a generalized representation of positions in this class and is not intended to identify essential functions per ADA. Examples of work are primarily essential functions of the majority of positions in this class, but may not be applicable to all positions.