

## **Job Description Staff Veterinarian**

### **Position Summary**

The person in this position is responsible to provide veterinary consultation and advice on the health care and wellbeing of Sparboe-owned layers and pullets with the objective to deliver optimal production performance and ensure bird health.

### **Working Relationships**

This position reports directly to the Director of Pullets and Flock Services, advises pullet and production managers and staff, and collaborates closely with the Staff Nutritionist, Director of Production Operations and the Director of Compliance.

### **Specific Responsibilities:**

- Develop and administer ongoing testing protocol for disease monitoring, disease susceptibility and prevention, and vaccination programs. Monitor performance and recommend adjustments in programs, policies and procedures to improve performance in a safe and cost-effective manner.
- Provide in-house veterinary services. Observe a weekly schedule of location visits to advise and consult with pullet and production managers on bird health and disease prevention. Respond with urgency in trouble shooting bird health and disease issues that may arise. Identify risks to bird health and care by location and advise pullet and production managers on necessary improvements.
- Train Bird Crew, Pullet and Production employees on animal health policies and procedures, including but not limited to vaccination, humane euthanasia, bird handling, beak treatment, and disease monitoring and prevention.
- Working closely with the Staff Nutritionist, monitor and improve exterior and interior egg quality.
- Advise the Operations Leadership Team on technical questions related to food safety and animal care programs, program compliance and bio-security.
- Remain informed of animal healthcare advances and best practices; communicate opportunities for improvement to appropriate managers and leaders, as appropriate, while respecting the integrity of Sparboe programs and procedures.

### **Experience**

- Accredited DVM, preferably with focus on poultry in veterinary school and/or 3-5 years of field experience with poultry. Poultry residency program is preferred but not required; successful candidate must be able to obtain accreditation with 6 months of hire
- Relevant experience in live animal production (Layers, Broilers, or Turkeys); prefer egg industry background, but not required
- Experience in investigating disease or health care issues and recommending solutions
- Familiar with and experienced in living and managing in a rural, Midwest farm culture

**Characteristics Needed**

- Collaborative, with strong consulting and advisory skills
- Ability to get results in a team-oriented, participative environment
- Ability to work effectively in a multiple-location operations function
- Effective in results-oriented problem solving
- Excellent communicator; persuasive; able to positively interact with management, employees, colleagues and customers
- Ability to translate technical concepts and terminology into lay language
- Flexible; able to manage changing priorities and diverse expectations
- Willing to take accountability for actions and plans
- Excellent intuition and deductive reasoning
- Strong value standard, ethics and professionalism
- Innovative, creative, high level of enthusiasm
- Industry awareness/familiarity
- Bi-lingual (English and Spanish)

**Position Reports to:** Director of Pullets and Flock Services

**Location of Work:** Multiple locations in north central Iowa, south central Minnesota and Colorado. Must reside in north central Iowa or south central Minnesota