

Job Class Profile: Aquaculture Veterinarian**Pay Level: CG-45 Point Band: 1136-1189**

Factor	Knowledge	Interpersonal Skills	Physical Effort	Concentration	Complexity	Accountability & Decision Making	Impact	Development and Leadership	Environmental Working Conditions	Total Points
Rating	8	7	3	5	8	7	7	3	5	
Points	373	117	19	24	240	152	144	64	54	1187

JOB SUMMARY

The Aquaculture Veterinarian is responsible for providing veterinary services to producers and researchers, operating diagnostic laboratories, investigating disease outbreaks and participating in the aquaculture disease regulatory program.

Key and Periodic Activities

- Provides province-wide routine and emergency diagnostic services for farmed finfish and shellfish.
- Operates and manages three laboratories.
- Advises aquaculturists on preventative medicine, husbandry, bio-security, vaccination and treatments.
- Maintains a surveillance program for Newfoundland cultured finfish and shellfish and participates in aquaculture disease regulatory program.
- Provides expertise and advice to stakeholders and government; acts as a science resource and gives lectures and presentations.
- Provides leadership and development to technical staff.
- Organizes seminars/workshops; writes briefing notes and reports; provides scientific expertise to management and executive staff; purchases items and processes payments.

SKILL**Knowledge****General and Specific Knowledge:**

- Fish health management practices, policies, contingency plans, surveillance programs, integrated pest management program and health status in cultured aquatic species around the world.
- Diagnostic techniques in aquatic species.
- Diagnostic tools to detect pathogens or diagnose disease.

Formal Education and/or Certification(s):

- Minimum: Doctor of Veterinary Medicine.
- Must be registered and licensed to practice veterinary medicine in Canada.

Years of Experience:

- Minimum: 1 – 2 years.

Competencies:

- Analytical skills.
- Statistical analysis.
- Mathematical calculations.
- Ability to apply and assess diagnostic techniques.
- Written communication skills.

Interpersonal Skills

- A range of interpersonal skills such as listening, gathering information and facilitating meetings is necessary to assist with formulating plans to be used by technical staff.
- Provides expert advice and acts as a science resource to both government and industry.
- Most significant contacts are producers/industry/clients (offering advice and emergency care); technical staff (to discuss surveillance, diagnostics and laboratory operations) and the Director of Aquatic Animal Health Division (discussions on scheduling and work planning and reporting of aquatic health surveillance). Other contacts include professional advisors, other veterinarians, industry associations and other diagnostic laboratories, Universities and Veterinarian Colleges.

EFFORT**Physical Effort**

- The demands of the job occasionally result in considerable fatigue, requiring periods of rest as a result of travelling and performing veterinary services.
- Occasionally required to lift or move objects 25 – 50 lbs. such as coolers, fish and diagnostic sampling kits, requiring the use of gross motor skills.
- Driving is a regular requirement as work involves travel throughout the province.
- Performing veterinarian medicine and surgery is a primary focus of work activities. The use of fine finger/precision work and the use of hand tools that require accurate control and steadiness is regularly required when performing these activities.

Concentration

- **Visual, auditory and other sensory demands such as touch and smell** are a regular requirement when conducting diagnostic visits to observe fish behaviour, water current and net conditions, to ensure awareness of surroundings when working on wharves and boats and exchanging information with others.
- Activities such as driving, conducting site visits and performing data analysis can be **repetitious and require alertness.**
- Position often requires working on a barge/processing plant or boat. To ensure a safe work environment and the health and safety of others, position requires **a higher than normal level of attentiveness/alertness.**
- **Time pressures and deadlines** are experienced when having to respond to emergency situations. **Lack of control over work pace** is usually dictated by weather conditions.

- Driving, necropsy, surgery, diagnostic and computer work require **eye/hand coordination**.
- **Exact results and precision** is regularly required when performing surgery; performing data collection and analysis; writing prescriptions, diagnostic case reports and briefing notes.

Complexity

- A broad range of skill and diversity of knowledge is required to define new problems and their solution.
- The most typical challenge/problems are emergency calls or diagnostic analyses.
- When providing diagnostic analysis challenges can range from straight forward decision making, such as vaccination and treatments, to complex cases where the detection of pathogens and disease is required.
- Depending on the result of in-depth analysis, may have to implement bio-security protocols and mitigation measures which would include treatment if required. The result of this analysis could have strategic or policy significance.
- In some complex cases, the situation could be quite unique, such as an outbreak of a disease that has never occurred in the province.
- Reference material available includes Federal and Provincial Regulations, policies and standard operating procedures, journal articles, text books, and other aquaculture veterinarians.

RESPONSIBILITY

Accountability and Decision-Making

- Work tasks and activities are somewhat prescribed or controlled.
- Has authority to order laboratory supplies, small pieces of equipment and reference material.
- Supervisory approval must be obtained to order larger pieces of equipment, provide diagnostic services outside the normal scope of operating a laboratory, travel, changes to policies and procedures and staff training.
- Can exercise a high degree of discretion when implementing mitigation strategies resulting from diagnostic testing. This would include decisions on whether a product is fit for human consumption.
- Employees act independently on diagnostic cases and seek advice when required. Other duties do not have same level of independence and require direction and management from the Director.
- Advice is provided to producers on how to solve a problem or address an issue in such areas as bio-security, mitigation strategies, husbandry and vaccination. Technical advice is provided to staff on how to obtain samples, analyze data, and perform diagnostic techniques.

Impact

- Impacts are felt internally within the immediate work area/department/government as well as externally with clients and the general public.
- Work activities can impact equipment, processes and systems, information, finances, facilities, health & safety, corporate image and the aquaculture industry.
- The consequences of a mistake or error can impact all of the above. An error in disease detection could affect the entire region. Some diseases could affect trade. Factual and

accurate information is essential for department officials to develop and implement contingency plans.

Development and Leadership of Others

- Not responsible for supervision of staff.
- Provides lead direction for large scale projects. These projects can occur several times a year and involve organizing supplies, staff, casual employees, collaboration with other researchers, industry schedules/equipment, consumables and items required onsite. Reviews work performed by technical staff prior to submission to the Director.

WORKING CONDITIONS

Environmental Working Conditions

- Safety equipment such as personal flotation devices for boat travel is required, as well as hard hats, fume hoods and respirators when handling chemicals.
- There is limited likelihood for injuries or illnesses resulting from hazards.
- Travel is required on a regular basis to visit various laboratories and to conduct diagnostic tests. Exposure to hazardous chemicals, sharp objects and adverse weather conditions are experienced on a regular basis when travelling to various sites for emergencies and to perform testing.
- Occasionally exposed to unusual or distracting noise, glare, fumes, limited lighting, vibration, toxic or poisonous substances and wet or slippery surfaces.