Hy-Line International

JOB TITLE: Production and Regulatory Veterinarian	**LOCATION:** Hy-Line International
INCUMBENT: Single	**DEPT: Production**
REPORTS TO: President of Operations	**STATUS: Exempt**
Created: May 2019	**Revision Date(s): June 1, 2022**

Statement of Purpose: The Production and Regulatory Veterinarian will provide routine flock inspections, audits for biosecurity and welfare compliance, and all other internal duties to ensure health documentation for breeder chick and egg export requirements. The role serves Hy-Line International, Hy-Line North America, and Valo BioMedia North America from our production center at Dallas Center, Iowa.

ESSENTIAL JOB FUNCTIONS AND RESPONSIBILITIES

- Review & ensure the accuracy, and endorse export documentation for Hy-Line International, Hy-Line North America, and Valo BioMedia North America
- Monitor changes in foreign country import requirements and OIE regulations to ensure compliance
- Verify that all Hy-Line International and Valo flocks maintain relevant NPIP Qualifications and serve as a reference for internal laboratories for questions that arise regarding testing
- Conduct routine on-site breeder flock inspections to meet export requirements
- Monitor breeder flock performance data weekly including: feed consumption, water intake, egg production, and mortality
- Train employees to ensure compliance with biosecurity, welfare, sample collection, clinical observation, and management guidelines
- A integral member of the flock management team interacting regularly with production, hatchery, and research staff to troubleshoot and resolve issues related to bird health, management, welfare and biosecurity
- Conduct on-site facility inspections to audit biosecurity, welfare, and management programs to ensure QMS compliance and to identify new biosecurity threats
- Interpret serology, molecular, and bacteriological results from the Technical Services and Valo Laboratories
- With veterinary, production and research teams, develop preventive health care programs for all internal flocks
- Perform postmortem exams to monitor health status of flocks

- Assist in writing breeder and commercial layer management guides and technical updates
- Provide communication between internal, state, federal and academic veterinarians
- Work with a world-wide team of veterinary, management, hatchery and nutrition specialists
- Interact with other primary breeder veterinarians on common issues through the EW Group and Association of Poultry Primary Breeder Veterinarians (APPBV)
- Attend poultry technical meetings (IPPE/AVMA/AAAP and others) to stay current with the latest research and industry developments and trends
- Maintain USDA import permits needed to receive foreign tissue and blood samples
- Other duties as assigned

COMPETENCY and KNOWLEDGE REQUIREMENTS

- DVM degree from a recognized university
- USDA Category 2 accreditation
- Ability to achieve state licensure in Iowa, Nebraska, Kansas and Maryland and others as required
- Minimum English Proficiency of Advanced Mid as defined in the ACTFL Proficiency Guidelines
- Exceptional interpersonal, teamwork, and communications (written and verbal) skills
- Strong computer skills with proficiency in Microsoft Office products
- Ability to effectively give technical presentations and communicate within all levels of an organization
- Requires a self-starter attitude and high capacity for problem solving in a dynamic workplace

Description of Physical and Mental Demands

Position: Production and Regulatory Veterinarian	**Department:** Technical Services
Developed by: HR	**Date Created/Revised:** May 2019

Physical Demands
On the job time is spent in the following physical activities. The amount of time spent for each physical activity is indicated below

	None	Up to 10%	Up to 30%	30% - 60%	More than 60%
Standing				X	
Walking				X	
Sitting				X	
Talking and/or Hearing					X
Using hands to handle, feel				X	
Kneeling		X			
Squatting		X			
Crouching		X			
Crawling		X			
Reaching overhead			X		
Reaching forward				X	
Tasting or Smelling		X			
Climbing Stairs			X		
Rotating Trunk				X	
Flexing Trunk				X	

This position requires that weight be lifted:

	None	Up to 10%	Up to 30%	30% - 60%	More than 60%
Up to 10 pounds					X
Up to 25 pounds		X			
Up to 40 pounds		X			
Up to 50 pounds	X				
Up to 75 pounds	X				
Up to 100 pounds	X				
More than 100 pounds	X				

FH = Floor to Waist, H = Horizontally, O = Overhead, WA = With Assistance

This position requires that force be exerted by pushing/pulling:

	None	Up to 10%	Up to 30%	30% - 60%	More than 60%
Up to 10 pounds					X
Up to 25 pounds			X		
Up to 50 pounds		X			
Up to 100 pounds	X				
More than 100 pounds	X				

WA = With Assistance

Repetitive Motion
On the job time requires the following hours of repetitive activities:

	0	1 – 2	3 – 4	5 – 6	7 +
Repetitive use of foot control				B	
Repetitive use of hands			B		
Grasping: simple/light					B
Grasping: firm/heavy	B				
Fine dexterity				B	

R = Right, L = Left, B = Both

Work Environment Conditions
This job requires exposure to the following environmental conditions. The amount of time spent in these conditions is indicated:

	None	Up to 5%	Up to 30%	30% - 60%	More than 60%
Wet, humid (non-weather)			X		
Near moving mechanical parts			X		
Fumes or airborne particles			X		
Toxic or caustic chemicals			X		
Outdoor weather conditions				X	
Extreme cold (non-weather)	X				
Extreme heat (non-weather)	X				
Risk of electrical shock		X			

VISION REQUIREMENTS:

☒ Close vision (clear vision at 20 inches or less)
☒ Distance vision (clear vision at 20 ft or more)
☒ Peripheral vision (ability to observe an area that can be seen up and down or to the left and right while eyes are fixed on a given point
☒ Depth perception (3-dimensional vision, ability to judge distance and spatial relationships
☒ Ability to adjust focus (ability to adjust the eye to bring an object into sharp focus)
☐ No special vision requirements

OTHER PHYSICAL/MENTAL DEMANDS:

☒ Travel is required:
- ☒ less than 50% of the time
- ☐ 50% of the time
- ☐ More than 50% of the time

☒ High volume workload
☒ Mentally stressful conditions
- ☐ 25% or less of the time
- ☐ 25-50% of the time
- ☒ More than 50% of the time

☐ Other:

_____
_____

The typical noise level is:

☐ Very Quiet
☐ Quiet
☐ Moderate Noise
☒ Loud Noise
☐ Very Loud Noise

Hearing Requirements:

☒ Ability to hear equipment alarms
☒ Ability to hear person call
☒ Ability to hear instructions from employees or leaders

Reasonable accommodations will be considered to enable individuals to perform the essential functions of the position.

I have received a copy of my position description, the responsibilities and requirements of the role and the physical/mental demands of the position. I acknowledge that I am able to perform all of the duties stated with or without reasonable accommodation. Further, I understand I am responsible for notifying my employer if any reasonable accommodations are required for me to perform my duties and responsibilities as outlined.

_____ _____

Employee Signature Date Signed