

New

Ministry

Agriculture and Irrigation

Describe: Basic Job Details

Position

Position ID

Position Name (30 characters)

Deputy Chief Provincial Vet

Requested Class

Veterinarian Level 3

Job Focus

Operations/Program

Supervisory Level

00 - No Supervision

Agency (ministry) code

Cost Centre

Program Code: (enter if required)

Employee

Employee Name (or Vacant)

Organizational Structure

Division, Branch/Unit

Animal Health and Assurance

Current organizational chart attached?

Supervisor's Position ID

Supervisor's Position Name (30 characters)

Supervisor's Current Class

Design: Identify Job Duties and Value

Job Purpose and Organizational Context

Why the job exists:

Reporting to the Chief Provincial Veterinarian (CPV) within the Animal Health and Assurance Branch, the Assistant Chief Provincial Veterinarian (ACPV) plays an integral role in Agriculture and Irrigation (AGI) fulfilling its mandate for animal healthy by:

- * Providing leadership and direction for the development of the animal disease response plans, reportable and notifiable animal disease lists, disease surveillance programs, and GIS projects and initiatives.
- * Serving as an AGI expert resource on livestock disease issues. This position is required to provide leadership during emergency animal disease responses by filling key incident management team roles such as incident commander or emergency operations director.
- * Back up and assisting the CPV in the event of a livestock disease disaster, such as an incursion of a foreign animal disease.
- * Using current scientific knowledge to contribute to the development, implementation and oversight Alberta's livestock disease control programs and administration of animal health/disease control issues related to the *Animal Health Act* or market access programs.
- * Serving in both an advisory and representative capacity to the Minister, the Department and industry.
- * Assisting the CPV to represent Alberta at provincial, national and international meetings on livestock disease issues and incorporating that information into provincial animal health and welfare policy and programs and ensuring Alberta's perspective is considered in national policies and programs.
- * Sharing the role of AGI media contact for livestock disease issues.

- * Contributing to the strategic direction and participating in the management of the Animal Health and Assurance Branch.
- * Liaising with Alberta's livestock industry, as well as, government and industry agencies across the country and around the globe.

Responsibilities

Job outcomes (4-6 core results), and for each outcome, 4-6 corresponding activities:

- * Contribute to the development and implementation of effective provincial and national animal health programs, policy and legislation by:
 - Assisting in the maintenance and enforcement of animal health legislation and related regulations
 - Assisting with the maintenance and implementation of the animal disease surveillance and response plans
 - Utilizing leading edge scientific principles when developing and overseeing animal health programs impacting industry sustainability, public health and market access
 - Helping to ensure that Alberta has effective emergency preparedness for emerging and foreign animal diseases in conjunction with the Canadian Food Inspection Agency (CFIA)
- * Assist the CPV to ensure that effective communication of Alberta's livestock herd's health status is maintained by:
 - Development, updating, and sharing of fact sheets and articles on the health status of Alberta's herd and associated disease surveillance and control programs
 - Providing information to trade delegations and other government departments, as needed
 - Maintaining a close working relationship with Communications Branch and conducting media interviews on timely animal health issues and contributing to the preparation of press releases, key messages, ministerial briefings, and correspondence on animal health issues
- * Build relationships with others in the animal health and public health fields in Alberta, Canada and internationally by:
 - Liaising with the CFIA, provincial, state and national government agencies, livestock commodity groups, industry representatives, and staff in other sectors of AGI and other Ministries, including those responsible for human health and environment/wildlife.
 - Participating on committees that deal with animal disease issues on a national basis
 - Maintaining an awareness of current health issues by participating in and providing backup for the CPV in local, national and international meetings
 - Participating on Ministry committees that deal with livestock disease issues on a provincial basis
- * Provide leadership in the Animal Health and Assurance Branch by:
 - Providing input into strategic direction of the Branch
 - Providing leadership on Branch and Section teams
 - Providing leadership during emergency animal disease responses
 - Representing the Ministry in FPT meetings related to animal health and welfare

Problem Solving

Typical problems solved:

The ACPV position incorporates an extensive array of information from a wide range of sources to develop the Alberta Government's livestock disease policies and programs, such as those for BSE, African swine fever, foot and mouth disease, and avian influenza. The ACPV also works with the CPV to identify potential risks and prioritize resources to where they will provide the greatest value. As one of AGI's two media contacts on livestock disease, there is the potential for the ACPV to have an impact on the perceptions of the public, the agri-food industry and our trading partners regarding disease issues in Alberta livestock or their impact on public health. Appropriate animal health information can mitigate risks with loss of market access.

Types of guidance available for problem solving:

The ACPV's technical skills, scientific knowledge, and networks contribute to the success of disease control programs within our province and country. Interpersonal and networking skills contribute to the resolution

of market access issues related to animal diseases through communication, multi-organizational input, group meetings and team effort. Innovation and creativity are pivotal to the development of new programs or processes to control new or emerging diseases or related challenges and to proactively address potential disease problems.

Direct or indirect impacts of decisions:

The ACPV serves on provincial and national committees, and participates or leads advisory committees and industry/government task teams. Consequently, the ACPV shares responsibility and accountability for high-level discussions on policies, as well as for implementing any changes that stem from those discussions.

Key Relationships

Major stakeholders and purpose of interactions:

- Chief Provincial Veterinarian - direct reporting
- Minister, DM, Executive Team
- Animal Health and Assurance Branch staff
- Food Safety Branch
- Communications and Policy Engagement
- Livestock industry groups, ABVMA, Ag Service Boards, AAMDC
- Other ministries in the Government of Alberta (human health, environment/wildlife, municipal affairs, advanced education, regulation of professional organizations)
- Other governments (other provinces and territories, Federal Government incl. CFIA, PHAC, HC)

Required Education, Experience and Technical Competencies

| Education Level | Focus/Major | 2nd Major/Minor if applicable | Designation |
|----------------------------|-------------|-------------------------------|-------------|
| Bachelor's Degree (4 year) | Other | | Other |

If other, specify:

Veterinary Medicine (DVM)

Job-specific experience, technical competencies, certification and/or training:

Knowledge required:

- * Specific knowledge of the pathogenesis, diagnosis and control of endemic and foreign livestock diseases, especially those important to public health, food safety and market access for livestock and livestock products.
- * Awareness of national and international animal health policies.
- * Awareness of the current animal health status of Alberta's livestock herd.
- * Comprehension of the complexities of modern livestock production methods and their impact on animal health and welfare.
- * Knowledge of the principles and limitations of diagnostic tests.
- * Knowledge of the principles of epidemiology and awareness of risk assessment (analysis, management and communication) and statistical methods.

Essential education AND work experience required to do your job:

- * Doctor of Veterinary Medicine (DVM)
- * Eligible to be licensed by the Alberta Veterinary Medical Association
- * Experience: - Livestock veterinary practice or public veterinary practice - minimum of three (3) years
- * Training and experience in epidemiology is an asset

Project management and policy development experience is recommended to facilitate the communication, collaborative and organizational components of the position.

Behavioral Competencies

Pick 4-5 representative behavioral competencies and their level.

| Competency | Level | | | | | Level Definition | Examples of how this level best represents the job |
|------------------|-----------------------|-----------------------|-----------------------|----------------------------------|-----------------------|---|--|
| | A | B | C | D | E | | |
| Systems Thinking | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> | Integrates broader context into planning: • Plans for how current situation is affected by | Involvement in and incorporation of information from FPT meetings to influence |

| | | | |
|--------------------------|-----------|--|--|
| | | <p>broader trends</p> <ul style="list-style-type: none"> • Integrates issues, political environment and risks when considering possible actions • Supports organization vision and goals through strategy • Addresses behaviours that challenge progress | <p>national strategic direction and alignment of provincial policies and programs.</p> |
| Creative Problem Solving | ○ ○ ○ ○ ● | <p>Creates the environment for innovative problem solving:</p> <ul style="list-style-type: none"> • Generates new ways of thinking; ensures right questions are being asked about a problem • Eliminates barriers to creativity and innovation • Encourages a culture of innovation | <p>Identifying alternative disease control processes while considering animal health and welfare implications, public health impacts (mental and physical), and resource availability. Work collaboratively with stakeholders in identifying potential solutions/alternatives.</p> |
| Agility | ○ ○ ● ○ ○ | <p>Identifies and manages required change and the associated risks:</p> <ul style="list-style-type: none"> • Identifies alternative approaches and supports others to do the same • Proactively explains impact of changes • Anticipates and mitigates emotions of others • Anticipates obstacles and stays focused on goals • Makes decisions and takes action in uncertain situations and creates a backup plan | <p>Working in a regulatory environment, options can sometimes be limited by regulatory requirements but look for areas where flexibility exists and explain implications and limitations such as would be the case with negotiation of import requirements or working with importing jurisdictions to meet their needs but also respect the exporters situation.</p> |
| Drive for Results | ○ ○ ● ○ ○ | <p>Takes and delegates responsibility for outcomes:</p> <ul style="list-style-type: none"> • Uses variety of resources to monitor own performance standards • Acknowledges even indirect responsibility • Commits to what is good for Albertans even if not immediately accepted • Reaches goals consistent with APS direction | <p>Navigation of multiple complex projects (disease response plans for ASF, FMD, HPAI) simultaneously requires project management familiarity, outlining clear outcomes or deliverables and timelines that align with work being done in other provinces and at the national level.</p> |

| | | | |
|----------------------------------|--|---|---|
| Develop Networks | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input checked="" type="radio"/> | Builds trust to fairly represent every party: <ul style="list-style-type: none"> • Uses network to identify opportunities • Establishes credibility and common purpose with a range of people • Actively represents needs and varying groups • Creates strategic impression by inspiring and connecting with values and beliefs | Working with foreign jurisdictions on import requirements, verifying export certificates (credibility), and FPT working groups or the CCVO on disease control approaches. |
| Build Collaborative Environments | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input checked="" type="radio"/> | Creates an open environment of communication: <ul style="list-style-type: none"> • Promotes sharing of expertise • Initiates strategic communication systems • Anticipates and addresses potential conflict areas • Inspires with a bold, complete and shared vision • Leads cross-functional collaboration | Working with CCVO or Animal Health Canada on national animal health and welfare issues and priorities. Able to represent Alberta and build consensus towards common goals in disease surveillance, disease response, and zoonotic public health issues. |
| Develop Self and Others | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input checked="" type="radio"/> <input type="radio"/> | Encourages development and integration of emerging methods: <ul style="list-style-type: none"> • Shapes group learning for team development • Employs emerging methods towards goals • Creates a shared learning environment • Works with individuals to develop personal development plans | Continually advance technical disease and animal welfare knowledge as well as political acumen. Share information with team members and industry and enable their development. |

Benchmarks

List 1-2 potential comparable Government of Alberta: [Benchmark](#)