



# New Mexico State Personnel Office

2600 Cerrillos Road  
Santa Fe, New Mexico 87505-0127

## Classification Description

### VETERINARIANS

<b>Class Title</b>	<b>Class Code</b>	<b>Pay Band</b>	<b>Alt Pay Band*</b>
<b>Veterinarians-B</b>	<b>K1131B</b>	<b>70</b>	<b>75</b>
<b>Veterinarians-O</b>	<b>K1131O</b>	<b>75</b>	<b>80</b>
<b>Veterinarians-A</b>	<b>K1131A</b>	<b>80</b>	<b>85</b>

*\*In accordance with SPB Rule 1.7.4.10 NMAC, the assignment to alternative pay bands shall be reviewed annually to determine their appropriateness.*

### Occupation Description

Diagnose and treat diseases and dysfunctions of animals. May engage in a particular function, such as research and development, consultation, administration, technical writing, sale or production of commercial products, or rendering of technical services to commercial firms or other organizations. Include veterinarians who inspect livestock.

### Nature of Work

Veterinarians diagnose and treat diseases and dysfunctions of animals. Specifically, they care for the health of pets, livestock, and animals in zoos, racetracks, and laboratories. Some veterinarians use their skills to protect humans against diseases carried by animals and conduct clinical research on human and animal health problems. Others work in basic research, broadening our knowledge of animals and medical science, and in applied research, developing new ways to use knowledge. Most veterinarians diagnose animal health problems, vaccinate against diseases, medicate animals suffering from infections or illnesses, treat and dress wounds, set fractures, perform surgery, and advise owners about animal feeding, behavior, and breeding. Some veterinarians are involved in food safety and inspection. Veterinarians who are livestock inspectors check animals for transmissible diseases such as *E. coli*, advise owners on the treatment of their animals, and may quarantine animals. Veterinarians who are meat, poultry, or egg product inspectors examine slaughtering and processing plants, check live animals and carcasses for disease, and enforce government regulations regarding food purity and sanitation. More veterinarians are finding opportunities in food security as they ensure that the Nation has abundant and safe food supplies. Veterinarians involved in food security often work along the country's borders as animal and plant health inspectors, where they examine imports and exports of animal products to prevent disease here and in foreign countries. Many of these workers are employed by the Department of Agriculture's Animal and Plant Health Inspection Service division, or the U.S. Food and Drug Administration's Center for Veterinary Medicine.

### Distinguishing Characteristics of Levels

*Note: Examples of Work are intended to be cumulative for each progressively higher level of work. The omission of specific statements does not preclude management from assigning other duties which are reasonably within the scope of the duties.*

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### Basic

- Employees in this Role perform standardized duties in support of animal health issues.
- Employees design, implement, and monitor domestic, wild and/or exotic animal health programs in coordination with federal, state, local laws and guidelines.

### Recommended Education and Experience for Full Performance\*

Doctor of Veterinarian Medicine (DVM) and two (2) years experience in veterinary medicine with knowledge of livestock diseases, zoonotic diseases, and other foreign animal diseases, public health and epidemiology, and knowledge of federal and state livestock law.

### Minimum Qualifications

Doctor of Veterinarian Medicine (DVM) and one (1) year experience in veterinary medicine with knowledge of livestock diseases, zoonotic diseases, and other foreign animal diseases, public health and epidemiology, and knowledge of federal and state livestock law.

### Operational

- Employees in this Role diagnose animal health problems, vaccinate against diseases, such as distemper and rabies, medicate animal suffering from infections or illnesses, treat and dress wounds, set fractures, and perform surgery.
- Employees design, implement, and monitor domestic, wild and/or exotic animal health programs in coordination with federal, state, local laws and guidelines.
- Employees determine final dispositions of ante-mortem and post-mortem livestock.

Doctor of Veterinarian Medicine (DVM) and four (4) years experience in veterinary medicine with knowledge of livestock diseases, zoonotic diseases, and other foreign animal diseases, public health and epidemiology, and knowledge of federal and state livestock law.

### Minimum Qualifications

Doctor of Veterinarian Medicine (DVM) and three (3) years experience in veterinary medicine with knowledge of livestock diseases, zoonotic diseases, and other foreign animal diseases, public health and epidemiology, and knowledge of federal and state livestock law.

### Advanced

- Employees in this Role encompass all aspects of the Chief Veterinary Medical Officer duties for statewide meat inspection programs and to monitor and train other employees in these programs.
- Employees at a state and/or international level design, implement, and monitor domestic, wild and/or exotic animal health programs in coordination with international, federal, state, local laws and guidelines; draft proposed laws and regulations governing animal health and for control of the spread of animal diseases.

### Recommended Education and Experience for Full Performance

Doctor of Veterinarian Medicine (DVM) and six (6) years experience in veterinary medicine with knowledge of livestock diseases, zoonotic diseases, and other foreign animal diseases, public health and epidemiology, and knowledge of federal and state livestock law.

## VETERINARIANS

### Minimum Qualifications

Doctor of Veterinarian Medicine (DVM) and five (5) years experience in veterinary medicine with knowledge of livestock diseases, zoonotic diseases, and other foreign animal diseases, public health and epidemiology, and knowledge of federal and state livestock law.

### Knowledge and Skills

*NOTE: This information has been produced by compiling information and documentation provided by O\*NET. O\*NET is a trademark of the U.S. Department of Labor, Employment, and Training Administration.*

### Knowledge

**Biology** — Knowledge of plant and animal organisms, their tissues, cells, functions, interdependencies, and interactions with each other and the environment.

**Customer and Personal Service** — Knowledge of principles and processes for providing customer and personal services. This includes customer needs assessment, meeting quality standards for services, and evaluation of customer satisfaction.

**Medicine and Dentistry** — Knowledge of the information and techniques needed to diagnose and treat human injuries, diseases, and deformities. This includes symptoms, treatment alternatives, drug properties and interactions, and preventive health-care measures.

**Mathematics** — Knowledge of arithmetic, algebra, geometry, calculus, statistics, and their applications.

**Chemistry** — Knowledge of the chemical composition, structure, and properties of substances and of the chemical processes and transformations that they undergo. This includes uses of chemicals and their interactions, danger signs, production techniques, and disposal methods.

**English Language** — Knowledge of the structure and content of the English language including the meaning and spelling of words, rules of composition, and grammar.

**Administration and Management** — Knowledge of business and management principles involved in strategic planning, resource allocation, human resources modeling, leadership technique, production methods, and coordination of people and resources.

**Sales and Marketing** — Knowledge of principles and methods for showing, promoting, and selling products or services. This includes marketing strategy and tactics, product demonstration, sales techniques, and sales control systems.

**Psychology** — Knowledge of human behavior and performance; individual differences in ability, personality, and interests; learning and motivation; psychological research methods; and the assessment and treatment of behavioral and affective disorders.

**Education and Training** — Knowledge of principles and methods for curriculum and training design, teaching and instruction for individuals and groups, and the measurement of training effects.

### Skills

**Science** — Using scientific rules and methods to solve problems.

**Active Listening** — Giving full attention to what other people are saying, taking time to understand the points being made, asking questions as appropriate, and not interrupting at inappropriate times.

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**Critical Thinking** — Using logic and reasoning to identify the strengths and weaknesses of alternative solutions, conclusions or approaches to problems.

**Speaking** — Talking to others to convey information effectively.

**Judgment and Decision Making** — Considering the relative costs and benefits of potential actions to choose the most appropriate one.

**Reading Comprehension** — Understanding written sentences and paragraphs in work related documents.

**Complex Problem Solving** — Identifying complex problems and reviewing related information to develop and evaluate options and implement solutions.

**Active Learning** — Understanding the implications of new information for both current and future problem-solving and decision-making.

**Monitoring** — Monitoring/Assessing performance of yourself, other individuals, or organizations to make improvements or take corrective action.

**Service Orientation** — Actively looking for ways to help people.

**Social Perceptiveness** — Being aware of others' reactions and understanding why they react as they do.

**Time Management** — Managing one's own time and the time of others.

**Writing** — Communicating effectively in writing as appropriate for the needs of the audience.

**Instructing** — Teaching others how to do something.

**Coordination** — Adjusting actions in relation to others' actions.

**Learning Strategies** — Selecting and using training/instructional methods and procedures appropriate for the situation when learning or teaching new things.

**Management of Personnel Resources** — Motivating, developing, and directing people as they work, identifying the best people for the job.

**Operations Analysis** — Analyzing needs and product requirements to create a design.

**Statutory Requirements:** All applicants for this position must be licensed in accordance with Veterinary Medicine, 61-14-1 through 61-14-20 NMSA 1978 and 16.25.1 through 16.25.11 NMAC, as applicable.

You must include your license or certificate number in the "License" section of the application form.

**Conditions of Employment:** Working Conditions for individual positions in this classification will vary based on each *agency's utilization, essential functions*, and the *recruitment needs* at the time a vacancy is posted. All requirements are subject to possible modification to reasonably accommodate individuals with disabilities.

**Default FLSA Status:** Non-Exempt. FLSA status may be determined to be different at the agency level based on the agency's utilization of the position.

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**Bargaining Unit:** This position may be covered by a collective bargaining agreement and all terms/conditions of that agreement apply and must be adhered to.

**Established:** 07/07/2001

**Revised:** 9/20/2011

*\*Adapted from the United States Bureau of Labor Statistics and are intended to illustrate the typical education and experience required for this occupation.*

*Note: Classification description subject to change. Please refer to the SPO website [www.spo.state.nm.us](http://www.spo.state.nm.us) to ensure this represents the most current copy of the description.*