

Research Scientist Supervisor I (Veterinary Sciences)
Knowledge, Skill, Ability, and Personal Characteristic Statements
Rating Results

KSAPC #	Knowledge, Skill, Ability, and Personal Characteristic Statement
K01	Knowledge of current scientific research and trends applicable to the veterinary scientific research area.
K02	Knowledge of principles and procedures of scientific research planning, design, methodology, and analysis.
K03	Knowledge of methods of preparation of scientific research reports.
K04	Knowledge of organizational skills to present reports.
K05	Knowledge of scientific statistical methods and procedures.
K06	Knowledge of data processing techniques and/or various computer analysis of data.
K07	Knowledge of survey techniques and/or related scientific research.
K08	Knowledge of determination and qualification of variables and compilation of scientific data.
K09	Knowledge of laws, rules, regulations, and policies to protect the health and welfare of the livestock industry.
K10	Knowledge of computer use and software programs such as Word, Excel, PowerPoint, Publisher, and Access for data entry, creating reports, and communicating.
K11	Knowledge of principles of effective supervision and management to effectively plan, organize, and direct the work of others.
K12	Knowledge of current management and leadership theories, techniques, and applications to ensure that strategies employed in the supervision and oversight are effective.
K13	Knowledge of Equal Employment Opportunity (EEO) regulations and the processes available to meet equal employment opportunity objectives.
K14	Knowledge of veterinary medicine and epidemiology.
S01	Skill to establish and maintain cooperative working relationships with those contacted in the course of work.
S02	Skill to effectively and appropriately deal with frustrated, angry, or otherwise emotional individuals contacted during the course of work.
A01	Ability to evaluate the adequacy of proposed scientific research designs and techniques.
A02	Ability to think independently and creatively.
A03	Ability to handle animals humanely and collect appropriate diagnostic samples.

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A04	Ability to communicate effectively both orally and in writing, information, ideas, and direction in a clear, courteous, professional manner using appropriate tone, vocabulary and grammar with those contacted during the course of work.
A05	Ability to prepare and review scientific reports and articles for review and/or publication.
A06	Ability to provide persuasive and skilled leadership to other staff in scientific research, principles, and methods.
A07	Ability to apply professional scientific knowledge and administrative ability to resolve a variety of situations.
A08	Ability to analyze situations accurately and take effective action.
A09	Ability to practice veterinary medicine.
A10	Ability to participate as a team member of veterinary and agricultural based research or scientific investigation projects.
A11	Ability to provide information to higher-level scientists in support of decisions on scientific research.
A12	Ability to interpret scientific findings and present to higher-level scientists.
A13	Ability to apply established guidelines and scientific techniques.
A14	Ability to serve as a direct supervisor and team leader for complex scientific research or investigation projects.
A15	Ability to make independent, difficult decisions in a veterinary scientific field.
A16	Ability to plan, organize, direct, and analyze scientific research studies of a highly developed scientific scope and complexity.
A17	Ability to serve as a consultant to other scientists.
A18	Ability to supervise and direct a work unit of professional classes.
A19	Ability to make health-based scientific decisions within the project scope that may affect department policies.
A20	Ability to analyze various situations accurately and to recommend alternative solutions and take appropriate action.
A21	Ability to use computers and various electronic devices to create documents, conduct research and communicate with staff, government agencies, the public, and industry.
PC01	In appraising the relative qualifications of candidates, consideration will be given to the extent and type of pertinent training, experience, and research accomplishments for the designated specialty over and above that required under "Minimum Qualifications."
PC02	For positions involving the practice of veterinary epidemiology, possession of a master's degree or above in Public Health, epidemiology, or a field of preventative medicine appropriate to the specialty.

KSAPC #	Knowledge, Skill, Ability, and Personal Characteristic Statement
PC03	For positions involving the practice of veterinary medicine and surgery, or any branch thereof, a valid license issued by the Board of Examiners in Veterinary Medicine for the State of California to practice as a Doctor of Veterinary Medicine will be required prior to appointment or within twelve months of appointment.