

Supervising Veterinarian, Meat Inspector
Knowledge, Skill, Ability, and Personal Characteristic Statements
Rating Results

KSAPC #	Knowledge, Skill, Ability, and Personal Characteristic Statement
1	Knowledge of disease control and eradication procedures to identify, control and eradicate animal diseases and to ensure food safety.
2	Ability to apply epidemiological concepts and principles to identify, control and eradicate animal diseases and foodborne illnesses.
3	Ability to apply the core veterinary disciplines and training (e.g., bacteriology, pathology, virology, immunology, parasitology) in a regulatory setting.
4	Knowledge of cleaning and disinfection procedures to prevent and control the spread of disease and to ensure food safety.
5	Knowledge of the various chemicals used in the food industry to control the spread of disease and to ensure food safety.
6	Ability to safely apply cleaning and disinfection procedures to prevent and control the spread of disease.
7	Ability to apply biosecurity principles (e.g., quarantine, personal protection equipment [PPE], foot bath) to prevent and control the spread of disease.
8	Knowledge of zoonoses as related to public health to prevent and control the spread of disease and to ensure food safety.
9	Knowledge of hazardous substances that may affect animals, humans, food supply and the environment.
10	Ability to identify the clinical signs associated with exposure to various toxins, poisonous plants and irritants to diagnose toxic conditions.
11	Knowledge of veterinary emergency response procedures to control and eradicate emerging and foreign animal diseases.
12	Knowledge of veterinary emergency response procedures to assist in natural disasters and accidents involving livestock and poultry.
13	Ability to use veterinary tools and instruments necessary to diagnose, prevent and control diseases and to ensure food safety.
14	Knowledge of the humane methods, materials and equipment used in stunning of animals.
15	Knowledge of the methods, materials and equipment used in the slaughter of animals.
16	Ability to perform euthanasia to control disease or for humane concerns.
17	Ability to recognize clinical signs and pathological conditions in livestock, poultry and meat and poultry products which would make them unfit for human consumption.

KSAPC #	Knowledge, Skill, Ability, and Personal Characteristic Statement
18	Ability to distinguish localized or generalized pathological conditions for correct disposition of meat and poultry products.
19	Knowledge of the characteristics of meat, poultry and regulations for meat and poultry product labels.
20	Knowledge of current issues and events concerning livestock and poultry diseases, food safety and related fields (e.g., food processing, One Health).
21	Ability to conduct a literature review using various resources (e.g., library, internet) to compile information and data from academic journals, research publications and online sources.
22	Ability to identify required data, information, materials and resources needed to complete/perform a project.
24	Ability to analyze and evaluate programs, procedures and policies for effectiveness and/or impact on industry.
25	Ability to use sound research methods and principles to reach conclusions and/or make recommendations.
26	Knowledge of the methods, policies and procedures for gathering diagnostic samples and information.
27	Knowledge of research and epidemiological methods and procedures to conduct or evaluate projects and studies.
31	Knowledge of mathematical operations (e.g., addition, subtraction, division, multiplication, percentages) to perform work tasks.
32	Ability to accurately analyze and evaluate pathology to ensure proper disposition of carcasses, meat and poultry products.
33	Ability to accurately analyze and evaluate data (e.g. numerical, graphical, charted, tabulated) to formulate conclusions and recommend appropriate courses of action.
34	Ability to use logic and reasoning to identify the strengths and weaknesses of alternative solutions, conclusions, or approaches to issues or problems.
35	Ability to read and summarize numerical reports and compare to spreadsheets or other information sources to identify and resolve discrepancies.
36	Knowledge of problem-solving techniques and processes to facilitate the identification and resolution of issues related to the completion of work assignments.
40	Knowledge of local, State and federal laws and regulations related to animal health and food safety.

KSAPC #	Knowledge, Skill, Ability, and Personal Characteristic Statement
41	Knowledge of department mission and goals for animal health and food safety.
42	Knowledge of departmental safety policies and procedures to perform veterinary work.
43	Knowledge of contents of Meat, Poultry and Egg Safety (MPES) manuals to perform veterinary work.
44	Knowledge of hiring and employment procedures to staff the program/department.
45	Ability to develop appropriate selection tools to fill vacancies.
46	Knowledge of performance management systems such as probation reports, Individual Development Plans (IDP) and feedback systems to develop staff and improve productivity.
47	Knowledge of leadership principles and methods to motivate staff members, maintain productivity and accomplish program objectives.
50	Knowledge of a supervisor's responsibilities for employee performance management.
54	Knowledge of training techniques to educate staff on job tasks and responsibilities to improve performance, safety and productivity.
61	Ability to recognize the need for issues, activities and/or decisions to be elevated to upper management.
62	Ability to appropriately delegate work to project team members to ensure work projects are completed on time and within budget.
63	Ability to maintain high ethical standards in completing all assignments and projects.
64	Ability to review the work of staff and provide constructive feedback.
65	Ability to foster respect for individual differences as well as cultural, racial and gender diversity among staff.
66	Ability to inspire confidence and effective working relationships with employees, managers, leaders and stakeholders in government and industry to ensure operations and activities run smoothly.
68	Ability to mentor staff to develop skills, improve staff performance and promote career development.
69	Ability to establish priorities and manage staff and resources to maximize effectiveness of the branch.
71	Ability to implement changes in the branch in a positive manner to maximize efficiency and effectiveness.
72	Ability to lead by positive example to manage branch employees.

KSAPC #	Knowledge, Skill, Ability, and Personal Characteristic Statement
74	Ability to mediate resolution of conflicts or disputes to maintain program cohesiveness.
75	Ability to evaluate program performance and achievements to maximize efficiency and effectiveness.
77	Ability to be objective and flexible in adapting to changes in priorities and work assignments.
79	Knowledge of computer programs and applications to perform work tasks.
80	Ability to work independently with minimal supervision and complete projects in a timely manner.
81	Ability to work under pressure to complete veterinary work.
82	Ability to maintain attention to detail and accuracy when reviewing work, balancing budgets and documenting activities.
83	Ability to organize systems, processes, materials and equipment in a systematic and methodical manner.
84	Knowledge of strategic planning principles and concepts to effectively lead or participate in branch strategic planning sessions.
86	Ability to apply State and federal laws, regulations and policies to protect animal health and food safety.
87	Knowledge of California Food and Agricultural Code, California Code of Regulations and Code of Federal Regulations.
88	Ability to remain fair and unbiased in the enforcement of State and federal laws, regulations and policies.
89	Ability to advance technical knowledge and skills through participation in training and independent study.
90	Ability to evaluate procedures or practices to ensure compliance with written standard operating procedures.
92	Ability to identify information, materials and resources necessary to complete projects and assignments.
93	Ability to proofread and edit written materials (e.g. memos, letters, reports, procedures) to ensure that they are accurate and clear.
94	Ability to read and comprehend complex or technical information to interpret and explain it to others.
95	Ability to communicate information clearly and concisely to audiences with varying levels of understanding.
97	Ability to write reports, policies and procedures using proper spelling, grammar, punctuation and sentence structure to ensure written materials are clear, concise and error-free.
98	Ability to communicate with others verbally to convey information effectively.

KSAPC #	Knowledge, Skill, Ability, and Personal Characteristic Statement
99	Ability to develop and maintain cooperative relationships to promote an environment that is conducive to achieving department goals and carrying out work tasks.
100	Ability to orally present information at the appropriate level of complexity for audiences of varying levels of understanding.
101	Ability to provide clear and accurate verbal instructions and directions to individuals with various levels of technical expertise.
102	Ability to interpret and explain laws, regulations, policies and procedures to non-technical individuals (e.g. departmental employees, the public industries, vendors, other State agencies)
103	Ability to use tact, discretion and diplomacy when responding to inquiries and/or concerns, especially related to difficult or sensitive situations, to convey information in a professional manner.
104	Ability to function as a departmental liaison for a program or project to provide information, answer questions and address issues/problems.
105	Ability to facilitate meetings with various audiences to enhance communication, exchange of ideas and outline project goals.
106	Ability to work as a team member to complete field activities, assignments and projects in a timely manner.
107	Willingness to travel for extended periods of time by various modes of transportation.
108	Willingness to work outdoors in inclement weather (e.g., extreme heat, extreme cold, rain, fog, snow).
109	Willingness to work in potentially dangerous and/or adverse conditions (e.g., poor footing, poor air quality, inadequate facilities).
110	Willingness to use appropriate personal protective equipment (PPE) to mitigate hazards involved with potentially dangerous and/or adverse conditions.
112	Ability to recognize and manage stress (e.g., hypothermia, hyperthermia, sleep deprivation, emotional and/or psychological stress).
113	Willingness to manage confrontational interpersonal interactions.
114	Ability to manage confrontational interpersonal interactions.
115	Knowledge of humane livestock handling techniques to effectively carry out work tasks.
116	Willingness to work irregular hours and deploy on an on-call basis.
117	Ability to distinguish colors to determine wholesomeness of meat and poultry products.
118	Ability to safely perform physically strenuous activities and procedures to accomplish work requirements.

KSAPC #	Knowledge, Skill, Ability, and Personal Characteristic Statement
119	Willingness to euthanize animals (e.g., during an investigation, disease outbreak, accident scenario).
120	Knowledge of livestock industry production and marketing practices.