

Summary of Duties: Provides professional preventive and remedial medical care for a wide variety of birds, mammals and reptiles at the Los Angeles Zoo; assigns, reviews and evaluates the work of zoo employees engaged in animal health care; applies sound supervisory principles and techniques in building and maintaining an effective work force; fulfills affirmative action responsibilities; and does related work.

Distinguishing Features: An employee of this class performs professional veterinary medical work in connection with the care and treatment of zoo animals. Although much time is spent in providing medical and surgical treatment to ill or injured animals, the major responsibility is in the area of preventive medicine. The Zoo Veterinarian utilizes existing research where available, or directs or conducts original research, to develop hygienic, environmental and nutritional standards for birds, mammals, reptiles, amphibians and fish exhibited at the Zoo. An employee of this class supervises a small staff of technical employees engaged in performing laboratory tests on animal specimens, animal services and clerical personnel, and provides functional supervision over the work of curatorial and animal services personnel as it involves animal health. Work is assigned in terms of general responsibilities, and is evaluated for results obtained.

A Zoo Veterinarian differs from a Veterinarian in that duties primarily involve medical treatment and prevention for exotic exhibited animals, whereas Veterinarian duties primarily involve examination, spay and neuter surgery and emergency treatment of animals in custody.

Incumbents in the class of Zoo Veterinarian, as bona fide supervisors, are distinguished from lead workers in that they are responsible for the performance of the full range of supervisory activities including: application of discipline, processing and resolution of grievances and evaluation of performance.

Examples of Duties: A Zoo Veterinarian implements the health care program for animals at the Los Angeles Zoo, and:

- * Diagnoses and treats ill or injured animals using medical and surgical techniques;
- * Performs or supervises laboratory tests of blood and other tissue, urine, feces or other animal matter to determine the presence of parasites, bacteria, virus or chemical conditions bearing on animal health and the transmission of disease;
- * Develops, through laboratory tests, research and

- observation, nutritional and environmental requirements for birds, mammals, reptiles, amphibians and fish;
- * Performs or arranges for necropsies to determine causes for animal fatalities;
- * Evaluates or supervises studies and performs research to develop standards of drug tolerance for various animals for later use should medical treatment be necessary;
- * Determines when animals should be removed from exhibit for medical and emotional reasons;
- * Provides functional supervision over other employees engaged in animal care, and direct supervision of those engaged in the care of animals in quarantine.
- * Communicates equal employment/affirmative action information to employees;
- * Applies job-related criteria in selecting, orienting, assigning, training, counseling, evaluating and disciplining subordinates;
- * Assists employees in preparing for promotion as described in the City's Affirmative Action Program;

May occasionally be assigned to other duties for training purposes or to meet technological changes or emergencies.

Qualifications: Incumbents must have the following knowledges and abilities:

A good knowledge of:

- * Veterinary medicine and surgery as they relate to the care of birds, mammals, reptiles, amphibians and fish maintained in captivity;
- * The sources of information applicable to the maintenance and treatment of captive wild animals;
- * The methods and practices used to control communicable disease;
- * Necropsy procedures, diagnosis of disease and the development of remedial and preventive treatment;
- * Federal, state and City regulations pertaining to the humane treatment of animals;
- * Supervisory principles and practices, including: planning, delegating and controlling the work of subordinates;
- * Techniques of training, instructing and evaluation of subordinate work performance;
- * Techniques for counseling, disciplining and motivating subordinate personnel;
- * Procedures for grievance handling;
- * Supervisory responsibility for equal employment opportunity and affirmative action as set forth in the City's Affirmative Action Program;
- * Effective safety principles and practices;

A working knowledge of:

- * Memoranda of understanding as they apply to subordinate

personnel;

A general knowledge of:

- * City personnel rules, policies and procedures;

The ability to:

- * Diagnose and treat medical and surgical problems in a wide variety of animals;
- * Develop and participate in research programs relating to animal health;
- * Deal effectively with other City employees and the public;
- * Establish and maintain a work environment to enhance both employee morale and productivity;

Minimum Requirements:

- * Graduation from a school of veterinary medicine recognized by the California Board of Examiners in Veterinary Medicine; or
- * Possession of a valid license to practice veterinary medicine issued by the California Board of Examiners in Veterinary Medicine; or
- * Proof in the form of a Letter from the California Board of Examiners in Veterinary Medicine showing that the candidate's credentials have been accepted for the California licensing examination. This letter must be submitted with the application at the time of filing; and
- * One year of full-time paid experience as a veterinarian at a major zoo or animal park involving the care of exhibited exotic animals.

Licenses: A valid license to practice veterinary medicine issued by the California Board of Examiners in Veterinary Medicine is highly desired at the time of appointment. However, candidates not possessing this license may file for the examination but must obtain the license within 12 months from the date of appointment. A valid California driver's license and a good driving record are required.

Physical requirements: Strength for average lifting up to 25 pounds and occasionally over 50 pounds; frequent walking and standing; good speaking and hearing ability; and good eyesight.

Persons with medical limitations may, with reasonable accommodation, be capable of performing the duties of this class. Such determination must be made on an individual basis in light of the person's limitations, the requirements of the positions and the appointing authority's ability to effect reasonable accommodation to the person's limitations.

As provided in Civil Service Commission Rule 2.5 and Section 4.55 of the Administrative Code, this specification is descriptive, explanatory and not restrictive. It is not

intended to declare what all of the duties and responsibilities of any position shall be.