STATE OF COLORADO invites applications for the position of:
Wildlife Veterinarian - FORT COLLINS, CO - Colorado Parks and Wildlife
The primary duties of this position are located within 30 miles of the state border; therefore, this position is exempt from the residency requirements. Applications will be considered from residents and non-residents of Colorado.

CLASS TITLE: VETERINARIAN I
LOCATION: Fort Collins, Colorado
PRIMARY PHYSICAL WORK ADDRESS: 4330 Laporte Avenue, Fort Collins, CO 80521
SALARY: $38.00 - $57.61 Hourly
$6,586.00 - $9,986.00 Monthly
HIRING PAY RATE: $5,860.00/month starting salary for typical qualified applicant (full salary range for positions in this class: $5,860.00-$9,986.00 monthly). All employees new to the State Government will be paid on a bi-weekly basis.
FLSA STATUS: Exempt; position is not eligible for overtime compensation.
OPENING DATE: 03/20/20
CLOSING DATE: 04/12/20 05:00 PM
JOB TYPE: Full Time
DEPARTMENT INFORMATION:
If your goal is to invest in a career that makes a difference, consider joining the dedicated people of the Colorado Department of Natural Resources (DNR). Our professionals are committed to supporting state government and the citizens of Colorado. Our mission is to develop, preserve, and enhance the state's natural resources for the benefit and enjoyment of current and future citizens and visitors. In an effort to build diversity and inclusion we welcome applications from people of diverse backgrounds and abilities.

COLORADO PARKS AND WILDLIFE
Our Mission is to perpetuate the wildlife resources of the state, to provide a quality state parks system, and to provide enjoyable and sustainable outdoor recreation opportunities that educate and inspire current and future generations to serve as active stewards of Colorado's natural resources.

This position is part of the Research, Policy, & Planning Branch of the Colorado Division of Parks & Wildlife (CPW) which works to ensure that biological and social science information in conjunction with effective planning and public process are integrated into the wildlife and recreation management policy and decision-making process. Wildlife Health conducts disease monitoring and surveillance for all terrestrial wildlife species, as well as rigorous scientific-based original research deemed valuable to CPW in order to better understand and enhance the health, management, and conservation of Colorado’s terrestrial wildlife resources; the program also provides field and laboratory services and training to CPW staff, as well as captive wildlife research support and captive wildlife holding for other CPW research and management programs.

DESCRIPTION OF JOB:
The position exists to provide professional veterinary medical services to CPW administration and field staff; oversee captive wildlife care at the Foothills Wildlife Research Facility; and to collaborate on and conduct laboratory and field research to improve understanding and control options for important wildlife health issues in Colorado.
Specific duties include but are not limited to:

Provide Professional Veterinary Services
Provide professional veterinary expertise, advice, and services to CPW management and research programs by diagnosing, treating, and/or monitoring health problems in captive research animals and free-ranging wildlife populations; identifying potentially important health problems and appropriate courses of action; working with state and federal agencies on health requirements for wildlife movement; coordinating disease sampling for wildlife research projects; interpreting and analyzing results in consultation with epidemiologists, pathologists and biometricians; prescribing capture drugs for use by field personnel; ensuring regulatory compliance with prescription drug usage and record-keeping; and ensuring compliance with
**Collaborate and Conduct Applied Research**

Collaborate on laboratory and field research by working with internal and external research partners to facilitate applied research that benefits wildlife management. Coordinate veterinary care and prescriptions to facilitate research captures, coordinate animal sampling and diagnostic testing, provide information, guidance and oversight on animal care and wildlife health aspects of research projects. Plan, and conduct original, applied laboratory and field research to improve understanding about important wildlife health problems and their management.

**Provide Professional Training and Education**

Oversee, plan, and execute training programs for field personnel in wildlife capture and handling and disease sampling techniques. Perform other duties as assigned.

**MINIMUM QUALIFICATIONS, SUBSTITUTIONS, CONDITIONS OF EMPLOYMENT & APPEAL RIGHTS:**

**NOTE:** The primary duties of this position are located within 30 miles of the state border; therefore, this position is exempt from the residency requirements. Applications will be considered from residents and non-residents of Colorado.

**Minimum Qualifications**

A doctorate in veterinary medicine and a license to practice veterinary medicine at the time of application. If the current license to practice veterinary medicine was not issued for Colorado, employee must be eligible to obtain a license to practice veterinary medicine in the state of Colorado.

**NOTE:** You must include the number, state and expiration date of your veterinarian license on your application.

**Conditions of Employment**

- Former employees of the State of Colorado MUST have concluded employment in good standing to be eligible for rehire.
- Must be willing and able to possess and maintain a valid State of Colorado driver's license
- Must be willing and able to travel to provide statewide field services
- Must be willing and able to travel extensively for several weeks at a time, as required
- Must be willing and able to share on-call responsibility to provide veterinarian consultation or service
- Must be willing and able to handle potent chemical immobilization drugs
- Must be willing and able to use a firearm
- Must be willing and able to exert up to 50 lbs. of force to move objects
- Must be willing and able to tolerate exposure to weather, extreme cold, extreme heat, wet or humid weather, noise, atmospheric conditions; and/or working in a restricted working environment
- Must be willing and able to tolerate proximity to moving mechanical parts; exposure to electrical shock; working in high, exposed places; and/or exposure to toxic or caustic chemicals.

**Preferred Qualifications**

Experience practicing wildlife medicine in a state, territorial, or provincial wildlife or natural resource management agency, ideally with research responsibilities. At least two years of experience practicing clinical veterinarian medicine, ideally in mixed animal practice.

**APPEAL RIGHTS:**

It is recommended that you contact the Human Resources Specialist listed below to resolve issues related to your possession of minimum qualifications. However, if you receive notice that you have been eliminated from consideration for the position, you may protest the action by filing an appeal with the State Personnel Board/State Personnel Director within 10 days from the date you receive notice of the elimination.

Also, if you wish to challenge the selection and comparative analysis process, you may file an appeal with the State Personnel Board/State Personnel Director within 10 days from the receipt of notice or knowledge of the action you are challenging.

Refer to Chapters 4 and 8 of the State Personnel Board Rules and Personnel Director’s Administrative Procedures, 4 CCR 801, for more information about the appeals process. The State Personnel Board Rules and Personnel Director’s Administrative Procedures are available at [www.colorado.gov/spb](http://www.colorado.gov/spb).

A standard appeal form is available at [www.colorado.gov/spb](http://www.colorado.gov/spb). If you appeal, your appeal must be submitted in writing on the official appeal form, signed by you or your representative, and received at the following address within 10 days of your receipt of notice or knowledge of the action: Colorado State Personnel Board/State Personnel Director, Attn: Appeals Processing, 1525 Sherman Street, 4th Floor, Denver, CO 80203. Fax: 303-866-5038. Phone: 303-866-3300. The ten-day deadline and these appeal procedures also apply to all charges of discrimination.

**SUPPLEMENTAL INFORMATION:**

The Colorado Constitution requires all appointments and promotions in the state personnel system be made according to merit and fitness.

The State of Colorado believes that equity, diversity, and inclusion drive our success, and we encourage candidates from all identities, backgrounds, and abilities to apply. The State of Colorado is an equal opportunity employer committed to building inclusive, innovative work environments with employees who reflect our communities and enthusiastically serve them. Therefore, in all aspects of the employment process, we provide employment opportunities to all qualified applicants without regard to race, color, religion, sex, disability, age, sexual orientation, gender identity or expression, pregnancy, medical condition relate to pregnancy, creed, ancestry, national origin, marital status, genetic information, or military status (with preference given to military veterans), or any other protected status in accordance with applicable law.

The Department of Natural Resources is committed to the full inclusion of all qualified individuals. As part of this commitment, our agency will assist individuals who have a disability with any reasonable accommodation requests related to employment, including completing the application process, interviewing, completing any pre-employment testing, participating in the
employee selection process, and/or to perform essential job functions where the requested accommodation does not impose an undue hardship. If you have a disability and require reasonable accommodation to ensure you have a positive experience applying or interviewing for this position, please direct your inquiries to our ADA Coordinator, Janice Santistevan, at janice.santistevan@state.co.us or call 303-866-2667 x 8647.

APPLICATIONS MUST SUBMIT A COVER LETTER OF INTEREST AND RÉSUMÉ AT TIME OF APPLICATION

Part or all of the assessment for this position may include a review of your application materials. Application materials will be reviewed by a Human Resource Specialist and/or Subject Matter Expert to determine if you meet the minimum requirements for the position. If you are notified that you do not meet the minimum qualifications, you will be given two business days from the date of the notification to submit an addendum in order to attempt to resolve the matter. It is recommended that you submit the addendum or contact the Human Resources Specialist listed immediately to resolve issues related to your possession of minimum qualifications.

Upon meeting the minimum qualifications, the next phase of the assessment process may consist of a comparative analysis of all application materials. Utilizing your application, résumé and cover letter, the review would be a comparative analysis against the listed required competencies, job duties and/or preferred qualifications in this announcement to determine technical competence, depth and breadth of experience and job fit. It is imperative that you provide adequate detail on your application, résumé and cover letter to describe how you meet and/or exceed the requirements for this position.

Comparative analysis factors to be assessed:

- Technical Competence – Technical experience as it relates to the duties outlined in this job announcement.
- Depth and Breadth of Experience – Experience that covers multiple areas outlined in this job announcement; varied and not one dimensional; and demonstrate progressively higher level of responsibility with a wide range.
- Job Fit – Experience will be evaluated to determine how well your past experience aligns with and meets the business needs of this position. Current experience is preferred.

Upload additional pages if necessary to fully explain your experience and accomplishments. Failure to include adequate information or follow instructions by the deadlines for application may result in your application not being accepted for this position and may affect your inclusion in future steps in the assessment process.

ADAAA Accommodations

Any person with a disability as defined by the ADA Amendments Act of 2008 (ADAAA) may be provided a reasonable accommodation upon request to enable the person to complete an employment assessment. To request an accommodation, please contact Barbara Ring at barbara.ring@state.co.us or 303-866-2667 x 8646 at least five business days before the date that any accommodation will be required to allow us to evaluate your request and prepare for the accommodation. You may be asked to provide additional information, including medical documentation, regarding functional limitations and type of accommodation needed. Please ensure that you have this information available well in advance of the assessment date.

E-Verify

The Department of Natural Resources participates in E-Verify in accordance with the program’s Right to Work for all newly-hired employees. Employees are queried through the electronic system established by the Department of Homeland Security (DHS) and the Social Security Administration (SSA) to verify identity and employment eligibility. You may complete section 1 of the I-9 form upon your acceptance of a job offer letter, but no later than your first day of employment and in addition, on your first day, but no later than the third day, you will be required to submit original documents to verify your eligibility to work in the U.S. Learn more about E-Verify, including your rights and responsibilities at http://dhs.gov/E-Verify.

Toll-Free Applicant Support - Technical Help

If you experience technical difficulty with the NEOGOV system (e.g. uploading or attaching documents to your online application) call NEOGOV at 855-524-5627, Mon-Fri between 6 am and 6 pm (Pacific Time). The Human Resources Office will be unable to assist with technical issues. Helpful hints: If you are having difficulty uploading or attaching documents to your application, ensure your documents are PDF or Microsoft Word files and close the document before you attempt to upload (attach) it.

HOW TO APPLY

Thank you for your interest. Submit an on-line application by clicking the link below or submit a State of Colorado Application for Announced Vacancy and all supplemental questions according to the instructions provided below. Failure to submit a complete and timely application may result in the rejection of your application. Applicants are responsible for ensuring that application materials are received by the appropriate Human Resources office before the closing date and time listed above.

IF NOT APPLYING ON-LINE, SUBMIT APPLICATION TO:

If you are unable to apply on-line for reasons other than technical issues, please contact Naomi Nigro at 303-866-2667 x 8644 prior to the closing date/time of the announcement.

DEPARTMENT CONTACT INFORMATION:

Naomi Nigro 303-866-2667 x 8644 naomi.nigro@state.co.us

METHODS OF APPOINTMENT: Appointment to the vacancy or vacancies represented by this announcement is expected to be from the eligible list created. However, at the discretion of the appointing authority, the position(s) may be filled by another method of appointment for a valid articulated business reason.

APPLICATIONS MAY BE FILED ONLINE AT:

http://www.colorado.gov/jobs

WILDLIFE VETERINARIAN - FORT COLLINS, CO - COLORADO PARKS AND WILDLIFE

THE STATE OF COLORADO IS AN EQUAL OPPORTUNITY EMPLOYER.
1. Current and former State Personnel System employees who were disciplinarily terminated, resigned in lieu of termination, or who were deemed to have resigned without notice (Board Rule 7-5, Automatic Resignation) must disclose this information on the application.

   - I am a current or former State of Colorado classified employee.
   - I am a current or former State of Colorado employee but have NEVER been disciplinarily terminated, resigned in lieu of termination, or deemed to have resigned without notice (Board Rule 7-5, Automatic Resignation).
   - I am a current or former State of Colorado employee and have been disciplinarily terminated, resigned in lieu of termination, or deemed to have resigned without notice (Board Rule 7-5, Automatic Resignation).

   NOTE: Failure to disclose this information and/or falsification of Application materials may result in being removed from consideration for this position.

2. If you are a veteran who is eligible for preference points, did you upload/attach your DD-214?

   - Yes
   - No
   - Not Applicable

   Veterans who wish to seek disability preference points based on a service related disability must submit acceptable documentation to support your claim for veterans' preference (exclude specific/private medical information).

3. Did you upload your résumé, cover letter and transcript to this on-line application?

   - Yes
   - No

4. Part, or all, of the assessment for this position involves a review of the information you submit in your application materials. Please verify that you understand that the failure to include adequate information or attachments to your job application may affect your final score and/or prevent you from competing in any subsequent measures used to arrive at a top group of applicants.

   - Yes
   - No

5. The Colorado Constitution, Article XII, Section 13 requires that APPLICANTS for state classified government jobs be residents of Colorado, unless this requirement is waived by the State Personnel Board. There is no residency waiver for this announcement. Please confirm that you are a current resident of Colorado.

   - Yes
   - No

6. Please provide the number, state and expiration date of your veterinarian license on your application.

7. Please confirm that you understand and can meet the conditions of employment outlined in this announcement.

   - Yes
   - No

8. Please provide the number, state where issued and expiration date of your veterinarian license on your application.

* Required Question