Veterinarian

CLASS TITLE	CLASS CODE	SALARY GROUP	SALARY RANGE
VETERINARIAN I	4125	B26	$76,530 - $129,430
VETERINARIAN II	4127	B28	$92,600 - $156,612
VETERINARIAN III	4129	B30	$112,047 - $189,499
VETERINARIAN IV	4131	B32	$135,577 - $229,295

GENERAL DESCRIPTION

Performs veterinary work by providing and coordinating veterinary and consultative services, investigating incidents of animal injuries or diseases, and disseminating information on disease control and eradication.

EXAMPLES OF WORK PERFORMED

Investigates incidents of animal health concerns, including disease outbreaks and deaths.

Collects samples for bacteriological, pathological, and microscopic examinations to determine the presence of contagious diseases; and develops methods for disease control, vaccination, and eradication programs.

Conducts prognostic and diagnostic evaluations and exams and vaccinates animals in various settings.

Performs autopsies to determine cause of death and makes recommendations to prevent further loss.

Analyzes animal health data, including autopsy reports, to determine cause of illness or death and recommends actions to prevent further occurrences.

Enforces compliance with laws and regulations related to animal health, including quarantine protocols and disease prevention measures.

Provides guidance on agency programs and strategies to reduce the incidence of animal diseases and improving animal health and public safety.

Reviews reports related to animal populations and identifies trends in morbidity and mortality.

Serves as a liaison between animal health agencies and programs, stakeholders, and other regulatory bodies to ensure effective disease control and prevention.

Provides professional oversight and guidance to other occupations or support staff to ensure compliance and adherence to regulatory standards and established procedures.

Performs related work as assigned.

DESCRIPTION OF LEVELS

Examples of work and descriptions are meant to progress through the levels. For example, an employee at level IV may also perform work listed within the previous levels.

***Note**: Factors that may distinguish between journey and senior levels include the degree of independence in performing the work, the complexity of the work, the scope of responsibility, and the employee's related experience. Other factors may include the complexity and responsibility of assigned caseloads, specialization of practice, and type of practice setting. Employees at the journey levels generally manage more routine or standard caseloads using foundational veterinarian knowledge, while escalating complex, unusual, or rare cases to senior-level employees. Employees at the journey level may independently perform the full range of work identified within current or previous levels or may assist others performing work of greater complexity. Senior-level employees may perform the full range of work identified in the levels preceding their own, and/or may coordinate, oversee, and/or direct that work for others.*

VETERINARIAN I: Performs complex (journey-level) veterinary work. Works under general supervision, with moderate latitude for the use of initiative and independent judgment.

VETERINARIAN II: Performs highly complex (senior-level) veterinary work. Works under limited supervision, with considerable latitude for the use of initiative and independent judgment. Employees at this level may:

- Disseminate educational programs and materials related to animal health, disease prevention, or program initiatives.
- Develop and implement vaccination campaigns and public health outreach efforts for disease control, vaccination, and eradication programs.
- Track, monitor, and analyze animal health data during an emergency or crisis to identify high-risk areas and control strategies.
- Develop and implement plans related to rehabilitation of injured or ill animals.

VETERINARIAN III: Performs advanced (senior-level) veterinary work. Works under minimal supervision, with considerable latitude for the use of initiative and independent judgment. Employees at this level may:

- Develop and evaluate emergency response plans and strategies related to disease outbreaks and animal health crises.
- Conduct research related to epidemiological studies, disease outbreaks and trends, and effectiveness of animal health programs.
- Develop training and professional development plans for staff and public health educational programs.

VETERINARIAN IV: Performs highly advanced (senior-level) veterinary work. Works under minimal supervision, with extensive latitude for the use of initiative and independent judgment. Employees at this level may:

- Publish reports on trends relating to animal health, disease outbreak trends, effectiveness of disease control programs, or wildlife population trends.

- Advise on changes to current rules, program initiatives, or standards to increase effectiveness of animal health and disease control programs.
- Develop long-term strategies and initiatives related to animal health and disease control programs.
- Monitor and develop program budget and strategic goals.

GENERAL QUALIFICATION GUIDELINES

EXPERIENCE AND EDUCATION

Experience in veterinary work. Graduation from an accredited college of veterinary medicine with a doctorate degree in veterinary medicine, or equivalent veterinary medical degree, as required for licensure.

KNOWLEDGE, SKILLS, AND ABILITIES

For all levels

- Knowledge of veterinary medicine principles, practices, and procedures; animal disease prevention and control methods and procedures; state and federal animal disease control rules and regulations; epidemiological methods and techniques; and sanitation and quarantine regulations.

- Skill in the care and treatment of animals, in the use of veterinarian diagnostic and treatment tools and equipment in the use of a computer and applicable software, and in communicating animal health and disease control plans and procedures.

- Ability to examine, diagnose, and treat animal diseases and health conditions, to promote animal disease control programs, to advise on disease control methods and procedures, to interpret laboratory analyses and animal health reports, to communicate effectively, and to provide guidance to others.

Additional for Veterinarian III – IV levels

- Skill in developing animal heath and disease control programs; and in project management, prioritization, and program evaluation.

- Ability to supervise the work of others.

REGISTRATION, CERTIFICATION, OR LICENSURE

Must be licensed as a veterinarian by the State of Texas in accordance with Texas Occupations Code, Chapter 801; and Title 22, Texas Administrative Code, Chapter 571.