



Northern Marianas College
P.O. Box 501250 CK
Saipan, MP 96950
Phone: (670) 237-6855/6858/6859
Website: <http://www.marianas.edu>

VACANCY ANNOUNCEMENT
Announcement No. 18-045

POSITION TITLE: Animal Scientist

DEPARTMENT: Cooperative Research Extension & Education Services (CREES)

JOB STATUS: Full-Time

FLSA CLASSIFICATION: Exempt

PAY LEVEL & STEP: 36/01-08

SALARY: \$51,528.98 - \$65,559.25

LOCATION: As Terlaje Campus, Saipan

OPENING DATE: August 09, 2021

CLOSING DATE: Until Filled

About this Position:

This position is located in the Cooperative Research, Extension and Educational Service (CREES) department of the Northern Marianas College, and reports to the Dean of CREES. The incumbent is responsible for conducting research and experiments in multiple disciplines including but not limited to breeding and genetics, animal husbandry, animal nutrition, animal health, and pasture management in animal production. The scientist will explore and perform research on animal production and advises farmers on best practices in sustainable and profitable livestock production. The incumbent will conduct research on developing practical strategies for beef, goat, swine, dairy and poultry production. The Scientist will be expected to 1) participate as a team member in conducting on-farm, and CREES center research relating to enhancing the ability of animal producers in the Northern Marianas Islands (Saipan, Tinian, and Rota) and 2) develop original research programs within the context of the overarching study goals of the Research Unit.

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Duties and Responsibilities:

- Manage and provide quality leadership and guidance to Research and Extension faculty and staff in all aspects of the Livestock Research and Extension: 1) Work directly with all livestock farmers and businesses to enhance the livestock industry 2) Write, prepare, and manage grant proposals for submission to funding agencies to further their research and extension endeavors; 3) Establish research and extension program priorities based on stakeholder input and needs assessments; 4) Develop and implement a 5-year Plan of Work based on USDA-NIFA National goals and stakeholder input; 5) Develop a strong extramurally funded research program that leads to publishing research in peer reviewed journals
- Conduct research on domestic farm animals.
- Identify diseases and causes for concern and develop practical solutions.
- Recommend vaccinations.
- Through research, develop practical programs in animal genetics, nutrition, and reproduction.
- Develop efficient ways to produce and process meat, poultry, and eggs.
- Instruct farmers on matters such as how to upgrade housing for animals, reduce mortality and morbidity, handle waste, and increase production.
- Develop practical crossbreeding programs to express desirable production and consumption characteristics.
- Consult with agricultural producers on healthy, safe, and environmentally housing for livestock.
- Create practical parasite and disease control training programs.
- Develop practical waste control programs.
- Increase the production of animal products.
- Select animals for breeding.
- Design and implement animal evaluation for programs for youth and adult livestock producers.
- Investigate and analyze different management practices.
- Devise more efficient feeding techniques.
- Create cost-effective feeding programs using local feed materials.
- Research environmental conditions to determine their effect on the quality and quantity of animal products.
- Investigate and develop best feeding and breeding practices for use at beef, goat, poultry, and swine production.
- Design and assist producers in the development of practical systems to enhance the immune system of livestock.
- Investigate and assist in the design and implementation of a sustainable animal harvest program.
- Regularly publish research and extension literature.
- Provides effective phone etiquette and customer service skills.
- Perform other related duties as assigned.

Minimum Qualifications:

- Master's degree from a U.S.-accredited institution in animal science, dairy science, poultry science; or a related field of study; AND
- A minimum of five (5) years of progressively responsible experience in administration of academic, agriculture research/extension programs, OR
- A minimum of ten (10) years of industry experience in agribusiness and/or production agriculture, more specifically livestock production management.

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Preferred Qualifications:

- Ph.D. degree from a U.S.-accredited institution in animal science, pasture agronomy, poultry science or a related field of study.
- A minimum of three (3) years of progressively responsible experience in academic, agriculture research/extension programs, **OR**
- A minimum of eight (8) years of industry experience in

Knowledge, Skills, and Abilities

- Must have experience in Program Review and Outcomes Assessment.
- Must have strong computer background including, but not limited to, word processing, spreadsheets, and database, preferably Word, Excel, and PowerPoint software applications.
- Able to communicate effectively with students, staff, faculty, ranchers, farmers, and other stakeholders.
- Demonstrate strong organizational skills and a high attention to detail.
- Capable of handling multiple tasks while maintaining composure under stressful conditions.
- Completes and prioritizes tasks accurately and in a timely manner.
- Takes initiative and works both independently and cooperatively in a team environment.
- Must be able to present information in a clear and professional manner.
- Evidence of commitment to collaboration and transparency; and
- Evidence of effective collaboration with external stakeholders.
- Working and applied knowledge of livestock production, ruminant nutrition, grazing systems, general farm practices, animal harvesting, and statistics.
- Knowledge of forage production, agronomy and soil science is also necessary to function successfully in an interdisciplinary team.
- Knowledge of agro-ecology, sustainable agriculture and livestock practices is desired to help develop improved grazing and feeding strategies that will be acceptable to producers.
- Ability to establish and maintain strong relationships with agricultural organizations, government agencies—especially the USDA, other land grant institutions, private and public community organizations, alumni, on-campus constituencies, and the community at large.
- Ability to work in an environment with diverse academic, socioeconomic, cultural, linguistic, and ethnic backgrounds.
- Ability to search for and secure external funding.
- Demonstrated scholarly writing (published papers).
- Must have strong writing skills.
- Contributes and promotes a positive and professional working environment and relationship with the college community and promotes a positive representation of the CREES Department and NMC.

Essential functions of the position:

Must be able to frequently operate a computer and other office productivity machinery. The individual in this position will frequently communicate with clients, students and their colleague(s) in order to exchange information in various situations. Occasionally lifts office products and supplies, weighing up to 25 lbs.

Work Environment:

The Work Environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. While performing the duties of this job, the noise level in the work environment may vary. The employee may be tasked to work outdoors in the sun and heat, on or around wet surfaces, and other areas exposed to the elements.

How to Apply:

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Applications must be submitted by 5:00 pm on the closing date. Deadlines that fall on a non-business day will be extended to the next business day.

Employment application forms are available at the Human Resources Office of the College and a pdf. file can be downloaded from our website: <http://www.marianas.edu> using Adobe Acrobat. Please submit all application materials to hr@marianas.edu.

All post-secondary education degrees must be from a U.S. Department of Education recognized and accredited institution. It is our requirement that degrees be from a U.S.-accredited college or university. Foreign degrees may be accepted when accompanied with a credential evaluation report. A listing of authorized evaluation reports can be obtained at the National Association of Credential Evaluation Services (NACES) website at <http://www.naces.org/>

In compliance with federal law, all persons hired will be required to verify identity and eligibility to work in the United States and to complete the required employment eligibility verification (I-9) document form upon hire. Police/court clearance will be required upon job offer.

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