



Northern Marianas College
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VACANCY ReANNOUNCEMENT II
Announcement No. 18-045

Northern Marianas College is accredited by the WASC Senior College and University Commission (WSCUC). With students who come from Micronesia, Asia, North America, Europe, and other parts of the world, the Northern Marianas College is a microcosm of the globe. In addition to its multicultural environment, the Northern Marianas College also boasts a diversity of students: in addition to recent high school graduates, many students are also currently working part time or full time and have their own family obligations. Classes are offered during the day, evening, and weekends to accommodate work schedules.

Northern Marianas College is located on the beautiful tropical island of Saipan within the Commonwealth of the Northern Marianas Islands. The island offers a broad range of outdoor sports, leisure and aquatics activities; and our tropical climate means that outdoor activities are available year round. The Commonwealth of the Northern Mariana Islands affords a low income tax rate through a generous rebate system. This means that your salary results in greater take-home pay than in many other jurisdictions.

It is the policy of Northern Marianas College that equal opportunity be given to all qualified applicants without regard to age, race, gender, marital status, place of origin, religion, disability status, political affiliation, family relationship, or genetic information (GINA). The college reserves the right to waive or implement other qualifications to meet its needs and the right to reject all applicants or withdraw the vacancy should NMC determine such a position is no longer needed or able to be filled. The College is an Equal Opportunity Employer.

POSITION TITLE:	Animal Scientist
Department:	CREES
Pay Level & Step:	36/01-08
Annual Salary:	\$51,528.98 - \$65,559.25
Location:	As Terlaje Campus, Saipan
Opening Date: March 12, 2020	Closing Date: March 23, 2020 or Until Filled

Subject to availability of funds

Applications must be submitted by 4:30pm on the closing date. If there are no qualified applicants or the set of qualified applicants is deemed an insufficient pool, the closing date will be extended for two-week periods for further submission and review of applications until the search is closed. Deadlines that fall on a non-business day will be extended to the next business day.

Nature of the 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

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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.

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.

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- 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 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.

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 agribusiness and/or production agriculture, more specifically livestock production management.

All candidates must have a demonstrable ability to work with various College stakeholders in a respectable and collegial manner.

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 prioritize 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

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the college community and promotes a positive representation of the CREES Department and NMC.

Physical Demands:

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job.

While performing the duties of this job, the employee is regularly required to talk or hear. The employee frequently is required to operate a vehicle; stand; walk; use hands to finger, handle or feel; and reach with hands and arms. Must have visual acuity for the purposes of reading computer screens, manuals, labels and other printed materials.

This position requires the ability to occasionally lift office products and supplies, up to 40 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.

Conditional Requirements:

This position is classified as **Exempt** under the Fair Labor Standards Act (FLSA) and is "Not Covered": Is not eligible to receive overtime payment for each hour worked in excess of forty (40) within the given workweek.

How to Apply:

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 the following documents to the HR Office: Complete employment application form, detailed Resume, Authorization for Release of Prior Employment Information/Consent to Background Check, and copies of all college transcripts (all official transcripts are required upon hire). Optional: Cover Letter. *****The Employment Application must be completely filled and all required documents must be submitted by the closing date. The Human Resources Office may NOT PROCESS and may REJECT any application deemed incomplete. Reference to "See Attached Resume" will not be accepted.**

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.

NOTICE:

NMC perpetually solicits applications for **full-time faculty or part-time (adjunct faculty)** in all teaching disciplines. Qualified individuals interested in teaching (online or on-site) are encouraged to apply. All applicants must include transcripts from all post-secondary educational institutions attended, together with a resume and a completed and signed application for consideration.

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