



Livestock, Quarantine field Veterinarian

Terms of Reference

Closing Date: Position will remain open until filled.

Target Starting Date: First or second quarter 2018.

LTS seeks an energetic person of integrity who embraces the rigors of the Kenyan bush and is keen to develop and expand his or her experience in the medium to large scale agriculture and livestock sectors. As an employee-owned company, we strive to develop long-term relationships with exceptional opportunities for growth and empowered responsibility.

Background and Site Details

Livestock Trade Services (LTS) is a start-up that will be operating in the livestock export / import sector principally in the Kenya (and Horn of Africa) – Arabian Peninsula and Middle East market axis. Our principal exports will be livestock (sheep, goats, cattle, and camel) and livestock feed. However, we may expand into horticulture and fruit products depending on production economics and market conditions. We will strictly emphasize animal welfare and low stress production and transport to the greatest possible extent.

LTS will develop and operate two state-of-the-art livestock export quarantines and a large farm to raise livestock feed for the export of livestock.

LTS will also develop a farm to scale (15,000 – 20,000 Ha over 5 years) at the edge of the Tana River Delta region and possibly a second smaller one in in Taita-Taveta County. Over time, these will also be used as fattening and finishing areas for livestock and possibly as a new, innovative form of livestock quarantine.

The principal type of agriculture to be practiced will be Regenerative Agriculture, an innovative form of conservation agriculture with a livestock interface which to the greatest extent possible avoids the use of synthetics (fertilizer, pesticides, herbicides, and fungicides).

We will be engaging some aspects of IoT applications (Internet of Things) applications to track livestock movement and health as well as precision agriculture applications such as soil moisture, NDVI, and infrared to assess plant health, stress, and disease.

LTS seeks a Livestock and Quarantine Veterinarian to fill the demanding and engaging roles outlined in these Terms of Reference.

Responsibilities and Duties

1. Responsible for the smooth running of **all aspects** that relate to maintaining low stress, excellent health and disease-free status of all livestock in the LTS quarantine and fattening and finishing operations. This includes keep a watchful eye over how animals are handled, cared for, and treated as well as the cleanliness, and disease-free status of livestock feed and water.
2. In coordination with the Livestock and Quarantine Manager and the Livestock, Quarantine, and Regenerative Agriculture Laboratory Manager the incumbent shall be responsible for designing, fine tuning and constantly improving livestock handling, examination, treatment, and cleaning protocols.
3. In coordination with the Livestock and Quarantine Manager design, fine tune, and constantly improve livestock transport protocols for any and all vehicles delivering livestock to any LTS facility, whether they are owned and operated by LTS.
4. In coordination with the Livestock and Quarantine Manager design, fine tune, and constantly improve an LTS Livestock Transport Certification Program for LTS which over time, will train and certify all vehicles and staff who are involved in transporting livestock to any LTS facility. This program will include and emphasize loading, unloading, and transport of livestock in a manner which is as stress-free as possible as well as laboratory-based verifiable protocols for disinfecting livestock vehicles before and after any journey. This program will include well-defined steps for sanctioning and de-certifying any livestock carriers, livestock transport companies and livestock transport staff.
5. Oversight and supervision of any and all LTS Certified livestock transporter companies and staff to ensure that LTS protocols are strictly followed at all times.
6. Direct supervision of all technical and lay staff in the Quarantine and livestock fattening and finishing sections of LTS operations. This includes helping them understand the utmost importance of quality, consistent work and the absolute necessity of ensuring that any and all livestock certified as disease-free for export by LTS are indeed free from diseases of concern and diseases of importance to export and import trade. This should include them obtaining a clear understanding of the fact that if LTS exports livestock with disease, LTS as a company may not survive and Kenya's good name would be tarnished.
7. In coordination with the Livestock and Quarantine Manager and the Livestock, Quarantine, and Regenerative Agriculture Laboratory Manager design, test, and constantly improve all protocols for livestock handling, feeding, watering, clinical examinations and care, treatments, isolation, rejection from the quarantine, emergency slaughter.

8. Training all staff, both lay and technical that are involved or related to the protocols for livestock handling, feeding, watering, clinical examinations and care, treatments, isolation, rejection from the quarantine, emergency slaughter.
9. Constantly look for more efficient ways to conduct feeding, watering, clinical exams, sample collection, treatments and vaccinations while enhancing rather than compromising quality.
10. Have an interest in increasing automation and testing and adopting new technologies to enable faster and more accurate diagnostic analyses of livestock pathogens.
11. Undertake field trials comparing different feeding, watering, clinical exams, sample collection, treatments and vaccination protocols to ascertain efficiency, time, and cost effectiveness.
12. Supervise, encourage, empower, and train all LTS staff, whether lay or technical to identify ways to improve their work and its reliability.
13. Work closely with the LTS Livestock Traceability System to understand the geographic distribution of livestock (and plant) diseases as they occur throughout the country and region, informing relevant LTS and government authorities, following up to ensure that appropriate control and prevention action is taken.
14. Work closely with the Livestock and Quarantine Manager to ensure that high quality supervision by GoK staff of the livestock quarantine operations and disease control are practiced at all times.
15. Working with the Livestock and Quarantine Manager to immediately notify of any disease to undertake timely transmission of livestock disease occurrences to appropriate LTS staff and the Office of the DVS linking them to livestock origins and encouraging field interventions by the DVS where necessary to prevent outbreaks from developing into epidemics.
16. Supervision and continual training of relevant field staff to ensure that all protocols are followed, and new ideas emerge on how to improve them.
17. Supervising any interns who may be conducting research and or working on premise.
18. Working with other LTS staff to ensure the integrity of the LTS Animal Passport and Livestock Traceability System.
19. Working and coordinating with relevant LTS staff to ensure that all livestock who test positive for a disease which merits rejection from the facility or isolation care are handled as per protocols.
20. Identifying consultant needs and developing Terms of Reference in collaboration with appropriate LTS management.

Key Qualifications and Experience

1. Extensive hands-on livestock management and animal health field-level experience is required.
2. Able to coordinate the work of tens of lay and technical staff in such a manner that large numbers of livestock are examined, fed, watered, vaccinated, and treated according to protocols and that each and every one of these activities is reflected in the LTS Livestock Traceability System.

3. Be highly motivational leader who can encourage their staff to operate smoothly, accurately, and with pride under pressure.
4. A love and high respect of livestock and their ways with substantial contact experience is required.
5. A first and degree in Veterinary Medicine required.
6. Experience in developing and managing budgets is strongly preferred.
7. Well developed, field-level animal health diagnostic and treatment competencies are required.
8. Solid staff management experience is strongly preferred.
9. Impeccable integrity and job references are required.
10. Value-driven leadership qualities with experience leading and motivating skilled and unskilled staff is required.
11. Self-starting personality
12. Highly communicative to staff and superiors.
13. A curious nature with a research orientation, always seeking a better, more efficient and cost-effective way.
14. Solid computer literacy.
15. Be a Kenyan national.
16. A desire for a long-term engagement and growing with the company over time.
17. Duly registered and in good standing with the Kenya Veterinary Board and the Kenya Veterinary Association.

Duty Station

The duty station will be at an LTS livestock Quarantine Laboratory in the coastal region of Kenya.

Remuneration and Benefits

1. LTS is an employee owned company. Therefore, beginning the second year of service, all employees will be given LTS shares as part of their remuneration package and the company will be one of partner-owners rather than merely employees. We believe that this can create substantial wealth among our long-term employees at all levels.
2. Remuneration and benefits will be highly competitive compared to current market conditions. LTS seeks those professionals who perform in the top 20% of their peers and thus will compensate better than most comparable positions.

Additional information on LTS may be found on the LTS website <http://LTS-LivestockTradeServices.com>.

Send applications including a letter summarizing experience and stating availability plus an up-to date CV with references to HR@LivestockTradeServices.com.