Position Title: Director of Animal Health & Welfare
Reports To: Vice President of Operations
Department: Operations
Incumbent: None (New Position)
Classification: Exempt
Category: Regular, Full-Time
Location: Wisconsin
Job Number: TBD
Grade: TBD

Position Overview:

Provide oversight and continuous improvement of animal health and welfare programs at Daybreak Foods.

Core Responsibilities:

- Provide general oversight of animal health and welfare programs
- Work with operations to review and optimize vaccination programs to achieve efficiencies
- Consult with operations management regarding solutions to bird health and to optimize production efficiencies
- Inspect confinement systems to identify conditions that may adversely affect bird health
- Examine birds to detect and determine the nature of diseases or conditions
  - Diagnose diseases and conditions
  - Consult with VP of Operations and team to assure best practices are employed
- Conduct or review the results of postmortem studies and analyses to determine causes of bird deaths
- Work with Operations to monitor feed formulations and rations to maximize efficiencies and production
- Partner with flock nutritionist to provide feed that meets the requirements of individual flocks
- Fulfill regulatory requirements for feed safety and animal health and welfare
- Provide general oversight of pullet programs
- Work with Vice President of Operations and Regional Operations Managers to analyze the financial implications of animal health and welfare initiatives
- Advise Vice President of Operations regarding annual budgetary requirements for animal health
Peripheral Responsibilities:

- Attend and present topics related to animal health and welfare at quarterly Processing and Production division meetings

Job Requirements:

**Education:**
- Bachelor’s degree in the natural sciences, animal sciences, business or related fields
  - Some business related academic background highly desired
- Doctor of Veterinary Medicine (DVM) degree from an accredited program at a veterinary college

**Licensure:**
- Licensed in/or ability to be licensed to practice in IA, MN, OH and WI and additional states as required

**Experience:**
- Minimum of 8 Years

**Type of Experience:**
- Staff veterinarian, veterinary manager, or director in a live poultry production environment
- Managing poultry vaccination programs to improve overall health and production efficiencies
- Developing, implementing and managing poultry health programs
- Continuous improvement of animal welfare and bird handling programs
- Monitoring and analyzing the results of poultry nutrition programs

**Knowledge, Skills and Abilities:**
- Comprehensive, doctoral level knowledge of poultry lifecycle, anatomy, physiology, nutritional requirements, diseases, epidemiology, vaccination protocols, pharmacology and treatments
- Advanced knowledge of animal welfare and bird handling programs
- The ability to fulfill travel requirements of the position – on average 1-3 nights per week, but can vary week to week
- Ability to construct, communicate and deliver training to affected employees

**Physical Requirements:**
- Ability to lift up to 50 lbs.
- Vision adequately to perform job requirements
- Ability to stand, sit, walk, climb stairs or ladders, squat
Description: Standardized Job Description
References/Replaces: Non-Standardized job description formats.

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- Ability to operate a computer, telephone and various pieces of analytical equipment is required
- Able to drive and/or ride in a car, truck or aircraft

Working Conditions:
- Farms and mill sites may be dusty, hot, cold, dirty and loud
- Regular exposure to animal agricultural environment
- Must wear designated footwear, uniform, eye protection, hearing protection and hair covering, hard hats or bump caps as required by the site

Employment at Will Disclaimer

Employment at Daybreak Foods is “at-will”, under terms and conditions which may be changed, altered, modified or eliminated at any time with or without notice. This job description is not a contract. Core responsibilities, job requirements, competencies and Key Performance Indicators may be modified at the discretion of the company. This job description is not all inclusive. Employees may be asked to perform responsibilities not listed in this job description at any time.

Acknowledgement of Receipt

I hereby acknowledge that I have received a copy of this job description and that I have been trained regarding its purpose. I understand that this job description outlines my responsibilities and overall role in support of our corporate mission and values, but does not govern my employment status. I further understand that this acknowledgement is not a contract, and that my employment with Daybreak Foods is subject to the employment-at-will provisions outlined above:

Employee Name (print): _______________________________________

Employees Signature: _________________________________________

Date: ____________________________________________________________________
### Description: Standardized Job Description

References/Replaces: Non-Standardized job description formats.

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### REVISION HISTORY:

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**APPROVAL SIGNATURE**

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Daybreak Foods, Inc.