



SALT LAKE CITY MOSQUITO ABATEMENT DISTRICT

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Job Posting

Laboratory Director

2022

Ary Faraji, PhD
Executive Director

Gregory S. White, PhD
Assistant Director

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Chief Financial Officer

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Trustee

Posting Date: 8 March 2022

Closing Date: 1 April 2022

Expected Start Date: 1 May 2022

The Salt Lake City Mosquito Abatement District (SLCMAD) is a local governmental entity serving the citizens of Salt Lake City. Our mission is the enhancement of health and quality of life through the suppression of mosquito transmitted diseases and the reduction of annoyance levels caused by mosquitoes. Research on the biology and control of mosquitoes and mosquito-borne diseases plays an integral role in fulfilling this mission. We are seeking a highly motivated individual to assist the District in fulfilling our mission.

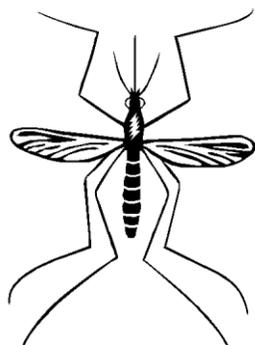
Responsibilities: Perform a variety of laboratory and field services to help carry out the Integrated Mosquito Management (IMM) program of SLCMAD; responsible for carrying out surveillance for mosquitoes and mosquito-transmitted pathogens, supervising employees engaged in surveillance work, and assisting with scientific research, analysis, and writing; will perform/assist with other work and/or tasks as needed or requested; reports to Assistant Director and Executive Director. The Laboratory Director is a full-time employee hired on a salaried basis.

Required skills and abilities: Must have a thorough knowledge of the scope and subject of mosquito surveillance/control, as related to IMM; demonstrated ability to supervise the work of others and capability to effectively and cooperatively work with superiors, colleagues, academics, and the general public; general computer skills and understanding of databases; must have a valid driver's license and meet all aspects of the District's job description (available upon request) for this position. *Must have a demonstrated record of grantsmanship and peer-reviewed scientific writing.*

Beneficial Skills: Previous experience in mosquito control and/or working experience in a related field; general knowledge of good laboratory practices, vector ecology, mosquito biology, and pesticide applications/calibrations. Refer to Laboratory Director job description.

Benefits: Annual salary commensurate with experience; family health insurance; state retirement; 401(k) plan; generous vacation/sick leave.

Contact: Please contact Ary Faraji (ary@slcmad.org) for further information and application packet.



JOB DESCRIPTION

8 March 2022



LABORATORY DIRECTOR

DEFINITION:

Under the direct supervision of the Assistant Director and general direction of the Executive Director, this classification has full-scale leadership of laboratory functions and research projects, oversees laboratory staff and technical operations to ensure accurate and consistent surveillance and testing procedures, quality control, safety, and records maintenance for the Salt Lake City Mosquito Abatement District (SLCMAD). The Laboratory Director is responsible for performing a variety of laboratory and field services to help carry out the Integrated Mosquito Management (IMM) program of SLCMAD. The Laboratory Director will be primarily responsible for overseeing surveillance for mosquitoes and mosquito-transmitted pathogens, supervising employees engaged in surveillance work, directing and assisting in scientific research, planning and organizing field and laboratory operations, overseeing insectary and other activities, actively pursuing grantsmanship and leading scientific publications, engaging various academic, operational, and government partners, and the design and implementation of field and laboratory research and related work as required.

CHARACTERISTICS:

Must have a wide knowledge of the problems and techniques of integrated mosquito management operations, including the use of insecticides, safety management, effectiveness of different types of spray applications and equipment under various conditions; thorough knowledge of safety requirements and its instruction; thorough knowledge of state and federal regulations and requirements dealing with wetland areas, National Pollutant Discharge Elimination System Permit and areas with endangered species.

Must have a familiarity with the principles and methods of personnel supervision; ability to organize and supervise a comprehensive field program of mosquito abatement operations; ability to develop operating procedures and instruction materials; ability to supervise the work of others; ability to keep, compile, and analyze operating records and prepare reports; ability to work effectively and cooperatively with superiors, colleagues, subordinates, or other employees, and the public; and to evaluate situations accurately and adopt an effective course of action.

Must have a thorough knowledge of the scope and subject of entomology, vector ecology, molecular biology, and epidemiology as related to mosquito control; ability to cultivate academic opportunities with institutions of higher learning, such as the University of Utah; ability to design and conduct research related to mosquito control that will lead to publishable results.

EXAMPLES OF DUTIES:

The following tasks are typical and may vary depending upon the assignment. These are not to be construed as exclusive or all inclusive. Other tasks within the scope of experience and capability may be required and assigned.

Creates, organizes, evaluates, and maintains District Laboratory programs including daily operations, mosquito and vector-borne disease surveillance activities, insectary, scientific research, and special projects; responsibilities include determining program objectives and priorities, and the development, maintenance and evaluation of department policies and procedures.

Solicits, coordinates, and conducts high standard research projects to enhance District IMM programs; works with local public health departments and university personnel in resolving scientific problems and obtaining consultations.

Monitors and evaluates effectiveness of surveillance and control efforts within District boundaries; provides feedback to supervisors and/or managers including assistance and consultation in addressing field problems; conducts research, evaluates, and provides assistance in the development and introduction of new surveillance and trapping methods and techniques.

Leads collaboration with District personnel in the evaluation of the impact and efficacy of, and resistance to control products in laboratory and field settings to improve District operations; provides consultation in entomology and ecology of vectors to District personnel, public and private organizations, and university personnel involved in activities which have a bearing on vector control and surveillance activities.

Supervises laboratory staff including, but not limited to, recruiting, selecting, allocating, training, assigning work, maintaining standards, recommending transfers and promotions; conducts and reviews performance evaluations at periodic intervals as required; acts on employee problems using coaching and counseling techniques; recommends discipline and termination in accordance with established policy when appropriate.

Produces daily and monthly reports and correspondence using word processing, database, spreadsheet, and map-based applications, and other District software as required; reviews and approves laboratory employee field activity and summary reports, administrative papers, and documents.

Prepares and monitors annual Laboratory department budget; reviews purchase orders and invoices for accuracy and payment.

Actively pursues external funding opportunities through grantsmanship and collaborative efforts with other agencies and industry.

Prepares scientific manuscripts for peer-reviewed publication in accredited journals.

Plans and conducts training or presentations for District laboratory and field personnel, supervisors, technical staff, community groups and organizations on topics such as, but not limited to, mosquito

and tick surveillance, and best practices in integrated pest management; assists in the task training of new personnel and mentors District staff, when appropriate.

Assists with the more difficult or complex public relations issues encountered through surveillance operations by listening and responding to complaints or problems; investigates and provides accurate, logical assessments and information to the public or management to resolve issues as requested or required.

Attends training courses, professional organization meetings, conferences and seminars to keep informed of current developments in vector control and vector surveillance, as well as biological, environmental and regulatory changes to maintain skill levels.

Functions as the acting District Director in the absence of the District Executive Director and Assistant Director.

Performs other administrative and/or field work related to mosquito control as required.

May be required to work overtime hours, weekends, and holidays.

May be exposed to infectious diseases associated with mosquitoes and other vectors.

MINIMUM QUALIFICATIONS:

Listed below are some typical ways a person can obtain the required education, experience, knowledge and abilities to perform the responsibilities and tasks of the position. Equivalent combinations of training and experience may be considered qualifying at the sole discretion of the District.

All applicants must be a U.S. citizen or have a valid U.S. work permit.

Education and Experience:

- A doctoral degree from an accredited college or university in entomology, biological sciences, public health, or closely related field; and
- Five (5) years of responsible supervisory or comparable professional level experience managing a Research Laboratory specializing in entomology, biological science, or related field.

Licenses or Certifications:

- Possession of a valid Utah Non-Commercial Pesticide Applicators License; or, must be obtained within three months of employment and maintained throughout employment;
- Possession of a valid Utah Motor Vehicle Operators License with an excellent driving record, i.e. no careless or reckless driving or alcohol related citations in the past year, and no more than two moving violations in the past year (must obtain a Utah Driver's License within 30 days of hiring); drivers' license; must be insurable with the District self-insurance program; must maintain valid license and insurability throughout employment.
- Able to qualify for a SIDA and AOA security badge from the Salt Lake City International Airport.

KNOWLEDGE AND ABILITIES:

The following are examples of attributes and competencies which can be gained and demonstrated through experience, education and training, and are necessary to successfully perform the tasks and duties listed within this job description.

Knowledge of:

- Fundamental entomology, ecology, biology, microbiology, immunology, epidemiology, and other biological or physical sciences related to vectors and habitats that may be mosquito larval sites.
- Principles, methods and tools used in scientific research, investigation, and data analysis, and report writing techniques.
- Best practices of integrated pest management, biological and chemical control, vector-borne disease surveillance and control, and vector prevention, techniques, equipment, and terminology.
- Operation of computer software applications, databases, spreadsheets, word processing, e-mail and internet.
- Principles and practices of management and administration including budget preparation and control, supervision and training.
- Federal, State and local laws and regulations including environmental regulations affecting source reduction and mosquito control such as, but not limited to, the Utah State Code under the mosquito control law, the Endangered Species Act, the Clean Water Act, and the National Environmental Policy Act.
- Duties, responsibilities, and mosquito abatement Best Management Practices of the SLCMAD as outlined in the District's Pesticide Discharge Management Plan.

Ability to:

- Collect, organize, troubleshoot, and analyze data to develop logical solutions to problems and identify alternative solutions, project consequences of proposed actions, and implement recommendations in support of goals.
- Prepare grant and collaborative applications; design, implement, analyze, and write scientific manuscripts for peer review.
- Prepare and implement training programs.
- Effectively communicate both orally and in writing with the public, government agencies, university researchers, and coworkers in a tactful and courteous manner.
- Establish and maintain effective working relationships with other employees and the public; must maintain composure and professionalism in adverse situations.
- Learn and understand pesticides used in mosquito and vector control, including understanding of application rates, safety policies, and procedures regarding the handling of pesticides.
- Learn and understand pertinent federal, state, and local laws and regulations related to mosquito and vector control operations; learn how to apply relevant environmental regulations affecting District operations with the ability to develop workable solutions.
- Read and understand District policies, personnel manual, and other standard operating guidelines; read, interpret, and apply relevant laws, rules, and regulations.

Physical Demands and Working Conditions:

The position of Lab Director will require work which is varied in nature, including indoor office work and occasional outdoor physical work; Incumbent may be exposed to pesticides, chemicals, diseases, and other health hazards; inclement weather conditions including extreme heat and cold, and/or verbal confrontations from members of the public. The incumbent may be required to work non-standard work schedule including evenings, weekends, and holidays. Incumbent will be expected to perform overtime or maintain a flexible work schedule during times when mosquitoes are most active.

The Lab Director will need to be able to perform the following essential duties and functions of the position; regularly sitting at desk and in meetings for long periods of time; occasionally reaching and twisting to reach equipment surrounding desk; occasionally walking, standing, bending at the knees and waist, stooping, and squatting; ability to periodically lie in a prone position and climb ladders; periodically pushing, pulling or lifting up to fifty (50) pounds; periodically assist in lifting objects in excess of 60 pounds; ability to read (with corrective vision if necessary); constant use of overall vision; regular computer use; occasional color and depth vision; regular repetitive motion associated with machinery operation and computer usage; regular writing and typing; regular operation of office equipment, computers and clerical supplies; regularly manipulate and operate small parts and tools; regular hearing and talking in person and on the phone; regular public and/or coworker contact; ability to use fine and gross motor coordination for driving both standard and automatic transmissions and other District equipment.

The Laboratory Director is not a restricted laboratory position. Much of the work is performed out of doors. The employee will be exposed to hazards which include insect bites, pesticides, fumes, dust, insect vectors and vector-borne diseases, rough terrain, and inclement weather conditions.

Periodically = Activity or condition exists less than 25% of the time

Occasionally = Activity or condition exists 25-50% of the time

Regularly = Activity or condition exists 50-75% of the time