



Ceva US Poultry, headquartered in Lenexa, KS is seeking a qualified person to live in the Midwest US region and fulfill a newly created position on our VSE (Vaccination Services and Equipment) team. This person will have a hybrid-type role where as he/she will be asked to manage a warehouse, deliver vaccines to hatcheries on a scheduled basis and install and arrange routine maintenance on hatchery vaccination equipment, mainly our cocci vaccine application equipment and perform Ceva endorsed hatchery vaccination audits. This person will report directly to the West Region VSE manager and have dotted-line responsibility to the Territory Sales Manager and North Area Sales Manager. He/she will interact with a variety of internal Ceva personal and external customers and hatchery personal. He/She will need great organizational skills, Microsoft and computer skills, and will need to be able to work away from home for 1-3 nights a week (some weeks) and independently at times.

Vaccination Service & Equipment Specialist
Location: Field (Midwest US)

Job Summary and Purpose:

A Vaccination Services & Equipment (VSE) Technician is a direct customer interfacing position that performs various poultry hatchery field service related activities such as monitoring, support, guidance and training to hatchery personnel (customer management and hatchery work force); including the completion of on-site vaccinations using Ceva vaccines and equipment, and Ceva facilities upkeep. They are responsible for ensuring that all hatchery activities associated with Ceva products and services are performed correctly and customer's needs are met as related to hatchery vaccine handling and proper poultry vaccination & equipment processes.

Responsibilities and Key Duties:

- Equipment Installations
 - Coordinates with Equipment Manager, Territory Manager, and/or VSE Manager for the installation & support of Ceva vaccination and automation equipment, e.g. Desvac Duo & IM vaccinators, Ecat-iD Egginject & candling, and other hatchery and field based automation systems
 - Ensures customer required equipment is available and suitable for installation by meeting both local and customer safety and compliance specifications
 - Manages inventory of parts and supplies needed for Equipment.
 - Performs on site equipment inspections, installations & operator training
- Equipment Service
 - Perform Desvac In Line Duo evaluations and validation; including routine maintenance and troubleshooting as required, which can occur after normal working hours
 - Performs hatchery training, troubleshooting and equipment services for Ceva installed vaccination and automation equipment
 - Completes all required equipment reporting and documentation for designated customers and areas of responsibilities
 - Frequently updates and consults with customers on equipment performance and opportunities for improvement
- C.H.I.C.K Program
 - Performs C.H.I.C.K Program evaluations and reporting for designated customers within region of responsibility
 - Performs C.H.I.C.K Program trainings around proper use of Ceva vaccine and equipment
 - Provides C.H.I.C.K Program feedback for Key Account Manager (KAM) & Strategic Account Managers (SAM)
 - Participates in KAM/SAM customer meetings in support of account managers as required
 - Performs C.H.I.C.K Program certifications, which may also include 3rd party certification, e.g. *Bureau Veritas* certification, as required
- Vaccine Management (Secondary Job Duty)
 - Deliver vaccine as necessary if the Customer Supply Specialist is unavailable.
 - Understands and adheres to all DOT and OSHA compliance requirements resulting in safe and efficient vaccine deliveries to Ceva customers while maintain proper vaccine integrity, transport and storage requirements
 - Manages the proper marking, movement and tracking of vaccine and their associated dewars, including the safe handling of liquid nitrogen used for vaccine storage and transport

Core Competencies and Attitudinal Characteristics:

- Shape solutions out of complexity - Work to evolve immediate environment
- Client focus - Make sure needs and requests are treated equally and in a positive way
- Collaborate with empathy - Fully takes part in the working group to share information, listens to others and have a clear idea of the decisions taken
- Engage and develop - Open to share knowledge and to receive feedback from others
- Drive ambition and accountability - Ensure accuracy of work through the use of KPI's and a responsible commitment
- Influence others - Show structure and confidence while speaking

Technical / Functional Competencies:

- Ability to understand the hatchery activities, processes, key factors and to use the vocabulary needed.
- Basic understanding of the automation and equipment functionalities and ability to use basic engineering vocabulary.
- Ability to understand the relations between Ceva's activities and the biological dimension of the hatchery production.
- Ability to understand the principals of scientific model, attitude and approach.
- Basic understanding of Ceva's hatchery products.
- Ability to use the basic vaccination vocabulary and follow the corporate communication rules.
- Ability to prepare and perform a marketing speech, using vocabulary and concepts

Qualifications:

Education – 4 year degree and/or 2 year technical degree with 2 years related technical experience

Work Experience – 2+ years of related poultry work experience preferred

Other - Liquid Nitrogen Training, Safety Training, C.H.I.C.K Program Training, & *Bureau Veritas* Training, Hot Works Training, and others as required

Physical Requirements:

- Lift up to 50 pounds (more with assistance)
- Driving for up to 10 hours per day
- Hatchery environment can be hot and humid

Working Conditions:

A majority of the work occurs driving to and from as well as working inside a poultry hatchery. Overnight and weekend work may be required.

Travel Required:

40-80%+ travel required

Interested applicants can send a CV/resume to:

Steve Culwell - VSE Manager

Ceva Animal Health, LLC - USA

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or

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