

Veterinary Medical Officer Competencies and Key Behaviors

Competency Title	Competency Definition	Key Behaviors
<p>1. Veterinary Medical Proficiency</p>	<p>Maintains and applies a comprehensive set of scientific knowledge of veterinary medicine and related fields.</p>	<ol style="list-style-type: none"> 1. Serves as a resource to CVM staff and others (e.g., other government agencies, general public) in areas related to veterinary medicine 2. Gains a comprehensive understanding of veterinary medical-related issues associated with products under review 3. Keeps abreast of crucial and precedent-setting issues under review within the Office, Center, Agency, regulated industry, and in the field of veterinary medicine 4. Monitors the humane handling, husbandry, maintenance, transportation, housing, and veterinary care of animals
<p>2. Information Gathering</p>	<p>Locates appropriate sources of data and information; Obtains and stores this information in support of approval process and research activities and goals.</p>	<ol style="list-style-type: none"> 1. Gathers veterinary medical information concerning unexpected side effects, injuries, toxicities, and reactions 2. Identifies applicable information regarding scientific and regulatory activities and policies that protect animal and human health 3. Researches new scientific information which will support the new animal drug approval process 4. Coordinates with scientists within the Center, other government agencies, international entities, academia, and industry to exchange information 5. Gathers information related to the promotion, advertisement, and labeling of veterinary drugs, devices, and feeds 6. Inputs data into appropriate computer tracking system and databases

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3. Information Analysis	Analyzes and interprets scientific data, information, and opinions regarding animal drugs, food ingredients, and devices to draw conclusions and recommendations.	<ol style="list-style-type: none"> 1. Evaluates data and information to determine the safety of new animal drugs 2. Evaluates data and information to determine the effectiveness of new animal drugs 3. Integrates data and information from a variety of sources in an evaluation of safety and effectiveness of new animal drugs 4. Interprets clinical data and histories of affected animals and correlates these to other findings 5. Analyzes the content and meaning of drugs, foods, and devices advertisements and promotional labeling to ensure that they are not incomplete, false, or misleading 6. Studies various factors that could possibly affect the safety of human or animal food 7. Studies various factors that may lead to improved standards for safety or effectiveness for drugs and related products 8. Determines whether a submission is acceptable for review 9. Determines whether previously approved labeling should be updated on the basis of new information or safety standards 10. Supports all decisions or conclusions with a scientific rationale 11. Determines whether a new animal drug application is approvable 12. Determines whether previously approved products should be withdrawn on the basis of new information or safety standards 13. Analyzes the effects of drugs, devices, and feed from the molecular level to the total body response

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4. Scientific & Regulatory Advisement	Advises on veterinary medical issues related to animal drugs, laws, regulations, and policies as well as scientific research and industry developments in veterinary medicine and related fields.	<ol style="list-style-type: none"> 1. Interprets applicable laws, regulations, and policies 2. Uses judgment based on personal regulatory background and understanding of legislation, policy, and program definitions in order to recognize serious problems and issues 3. Advises government agencies regarding the regulation of animal drugs, devices, and feed 4. Advises industry officials regarding the regulation of animal drugs, devices, and feed 5. Provides scientific information to regulatory personnel within FDA 6. Provides veterinary medical facts and opinions on complex aspects of the content and meaning of labeling, drug advertisements, and promotional materials 7. Participates in the development and implementation of regulations and policies pertaining to new drugs intended for animal use 8. Alerts appropriate authority of potential veterinary medicine-related problems which may have an impact on the Center and the stakeholders 9. Delivers outreach messages through a variety of media (e.g., conferences, workshops, seminars, publications) in order to promote animal health and to encourage an understanding of and compliance with Federal regulations, policies, and standards 10. Consult on the development plans of new animal drugs

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5. Review Process Management	Applies an expert knowledge of CVM operations to develop and manage the review process.	<ol style="list-style-type: none"> 1. Coordinates the components of the review process 2. Assigns and directs consulting reviews 3. Creates plans to accomplish review goals 4. Sets short-term priorities and prepares schedules for completion of work within set deadlines 5. Decides the methodologies to use in achieving work goals and objectives 6. Ensures review activities are aligned with laws, regulations, policies, regulatory programs, and precedents which govern the Center 7. Ensures that regular communication occurs between team members based on the needs of the project and individuals 8. Determines the status of the current submission within the overall project 9. Evaluates and monitors the progress of the current submission