EXAMINATION INFORMATION

FINAL FILING DATES
Testing is considered continuous as dates can be set at any time. Applications will be reviewed to ensure the minimum requirements for participation in this exam are met. Possession of the entrance requirements does not assure a place on the eligible list. Once you have taken the examination, you may not retest for 12 months from the established list date.

Applications must be submitted by the filing dates indicated below. Applications postmarked, personally delivered, or received via interoffice mail after the final filing date, will be held for the next administration of the exam. The filing dates are:

- January 10, 2017
- March 10, 2017
- May 10, 2017
- July 12, 2017
- September 12, 2017
- November 10, 2017
- January 10, 2018

SALARY
$5922-$7976 per month

EQUAL EMPLOYMENT OPPORTUNITY
The State of California is an equal opportunity employer to all, regardless of age, ancestry, color, disability (mental and physical), exercising the right to family care and medical leave, gender, gender expression, gender identity, genetic information, marital status, medical condition, military or veteran status, national origin, political affiliation, race, religious creed, sex (includes pregnancy, childbirth, breastfeeding and related medical conditions), and sexual orientation.
WHO CAN APPLY

Persons who meet the minimum qualifications (entrance requirements) as stated on this announcement should apply. This is an open examination. Applications will not be processed on a promotional basis and career credits do not apply.

MINIMUM QUALIFICATIONS

Possession of a valid Public Health Microbiologist's certificate issued by the California State Department of Health Services (California Department of Public Health). (Applicants who do not possess the required certificate but who are eligible for the examination for certification will be admitted to the examination but they must secure the certificate before they will be considered eligible for appointment.) AND

Either One

Two years of experience performing the duties of a Public Health Microbiologist II (Virology) in the Department of Health Services (California Department of Public Health).

Or Two

Four years of experience in microbiology in public health or comparable laboratory, including at least two years of virologic experience, and two years of which must have involved one or a combination of the following:

1. Supervisory experience involving supervision of professional laboratory personnel.

2. Independent research in medical virology or a closely related field (i.e., Bacteriology, Mycology, Parasitology, or Immunology).

3. Teaching experience at the level of a full-time instructorship with responsibility for a course in medical microbiology (i.e., Bacteriology, Virology, Mycology, Parasitology, or Immunology).

4. Field consultation experience in the medical laboratory discipline.

(Possession of a Doctorate in Microbiology or Public Health with emphasis in virology or allied disciplines, e.g., microbiology, epidemiology, administration, biostatistics, may be substituted for the two years of general experience.)

GENERAL QUALIFICATIONS

In addition to the scope defined on this announcement, candidates must possess essential personal qualifications including integrity, initiative, dependability, good judgment, ability to work cooperatively with others, and a state of health consistent with the ability to perform the assigned duties of the class. A medical examination may be required.
POSITION DESCRIPTION

TYPICAL TASKS
This is the full supervisory level of the series. Under general direction, plans, organizes, and directs the activities of a laboratory unit; assists in other administrative duties of the laboratory including budgeting and program planning; coordinates training activities, recruitment, and placement of personnel; gives technical and administrative consultation to other laboratories and services programs; performs virologic examinations which involve complex, nonstandardized, innovative procedures; develops and evaluates methods for use in other laboratories; organizes and conducts classes or workshops sponsored by the Department or in cooperation with colleges or universities as well as Federal, State, and local agencies; provides expert testimony on analyses conducted in the unit; and does other related work.

HOW TO APPLY
To apply for this examination, please complete and return the following:

STANDARD STATE APPLICATION (FORM 678)
COPY OF UNOFFICIAL/OFFICIAL COLLEGE TRANSCRIPTS
SUPPLEMENTAL RESPONSES

Applications and any additional documents must be submitted via the U.S. Postal Service or hand delivered to the Department of Public Health Human Resources Office (hours are 8:00 AM to 5:00 PM). Submit (California State Application STD 678) and any additional documents to:

DEPARTMENT OF PUBLIC HEALTH
Examination Services Unit
1615 Capitol Ave., 4th floor, Suite 73-430
P.O. Box 997378 MS 1700 – 1702
Sacramento, CA 95899-7378

DO NOT SUBMIT APPLICATIONS TO THE CALIFORNIA DEPARTMENT OF HUMAN RESOURCES (CalHR) THROUGH EMAIL
THROUGH FAX
THROUGH INTER-AGENCY MAIL

CONTACT INFORMATION
All questions regarding the minimum qualifications, applying for the examination, being scheduled for the examination, reasonable accommodations, the examination components, scoring, etc., may be directed to the contact information below:

PHONE NUMBER:  916-558-1753
EXAMINATION INFORMATION
The examination will consist of a Supplemental Application that is weighted 100%. Applicants are required to respond to the following seven supplemental items. These supplemental items are designed to identify job achievement in specific areas that demonstrates ability to successfully perform at the Public Health Microbiologist Supervisor level. Responses to the supplemental items will be assessed based on predetermined job-related rating criteria. In appraising the relative qualifications of candidates, consideration will be given to the extent and type of pertinent experience and education over and above that required under the minimum qualifications.

The California Department of Public Health reserves the right to revise the examination plan to better meet the needs of the service if the circumstances under which this examination was planned change. Such revision will be in accordance with civil service law and rules and all competitors will be notified.

SUPPLEMENTAL APPLICATION INSTRUCTIONS
Each applicant for this examination must complete and submit responses to the seven supplemental items that follow. Answer questions independently and completely; incomplete responses and omitted information cannot be considered or assumed. Resumes, letters of reference, and other materials will not be evaluated or considered as responses to items in the supplemental application. YOUR RESPONSES ARE SUBJECT TO VERIFICATION and should be an accurate reflection of your personal experience.

Applications received without responses to the supplemental items will be rejected.

INSTRUCTIONS: When responding to the supplemental items, please follow these guidelines:
1. Your responses must be typewritten or generated by word processing on 8½” X 11” paper.
2. Your font should be typed in 12 pt., Arial font.
3. Your responses must be limited to one page per item.
4. Identify each page with your full name.
5. Make sure your responses are complete, specific, clear, and concise.
6. Answer each numbered item separately, indicating the corresponding item number for each response. (You may include multiple responses on a single page.)
7. Include place of employment, pertinent dates, duties performed, examples, etc., when responding to items.
8. In the event that one particular job contained responsibilities applicable to several items, separate the different functions of the job in order to respond to all items completely.
9. Please return your state application (678), two copies of the Supplemental Items and the Conditions of Employment (631) to the address listed on the front of the bulletin.

NOTE: Resumes, letters, and other materials will not be evaluated or considered as responses to the supplemental items.

SUPPLEMENTAL APPLICATION ITEMS
1. Describe your personal knowledge of and experience with validating a new assay for diagnostic testing.
2. Describe your personal knowledge of and experience with investigating a proficiency test sample result that does not match the intended response.

3. Describe how you should create and present a one day workshop to local public health microbiologist to train them to perform a new Centers for Disease Control and Prevention (CDC) assay.

4. Describe your personal knowledge of and experience with working at different biosafety levels.

5. It has come to your attention that in the last few weeks the positive control for an assay has been reacting with increasing weakness compared to its normal range. Describe how you should determine if there is a problem with this assay.

6. As a Public Health Microbiologist Supervisor (Virology), you are responsible for providing equal employment opportunities for all, and ensuring the work environment is free from discrimination and harassment of any kind. Describe how you should ensure equal employment opportunities and a harassment free work environment.

7. You are a Public Health Microbiologist Supervisor (Virology) that has observed an employee within your Unit displaying disruptive behaviors including absenteeism, tardiness and incomplete work assignments. Describe how you should manage this employee.

**REQUIREMENTS FOR ADMITTANCE TO THE EXAMINATION**

It is your responsibility to make sure you meet the education and/or experience requirements stated on this announcement on the date you submit your application. Your signature on your application indicates that you have read, understood, and possess the basic qualifications required.

**NOTE:** Applications must include “to” and “from” dates (month/day/year), time base, job titles and/or civil service class title(s), and range (if applicable) for all work experience. College course Information must include title, number of semester or quarter units, name of institution, completion dates, and degree. Applications received without this information will be rejected. Applicants must submit a copy of unofficial/official transcripts along with the application when using education to meet the entrance requirements for this examination.

**SCOPE OF EXAMINATION:** Ratings will be determined based on the depth and breadth of professional education and experience beyond what is minimally required. Emphasis will be placed on measuring:

Knowledge of:
1. Serological, immunological, virological, rickettsial and molecular identification and characterization methods and how to perform them in order to conduct laboratory analysis for the detection of infectious disease agents.
2. Virological and rickettsial pathogens with clinical and public health significance for the detection and identification of human, zoonotic and vector-borne pathogens.
3. Methods of disease transmission and epidemiological principles to select proper specimens for testing.
4. Basic mathematical and statistical methods for data analysis of testing results and quality parameters.
5. Scientific terminology and notation to apply quantitative methods and communicate with other scientists and physicians in a common language.
6. Quality control and quality assurance principles and regulations, as well as their application to laboratory operations and record keeping in accordance with state and federal regulations.
7. The use, maintenance and principle of operations of laboratory equipment used for analytical testing and environmental control to assure proper operation and valid laboratory results.
8. Laboratory safety regulations, principles and procedures for the identification and control of chemical and biological hazards routinely encountered in the public health laboratory.
9. Laboratory resource materials, including current literature, scientific research methods and principles of project management to maintain and improve laboratory operations and for preparation of materials for publication.
10. Disease progression in the human host for the selection and timing of proper specimen collection and testing.
11. Patient confidentiality principles and information security practices as required by laboratory policy and state and federal regulation.
12. Basic chemistry, microscopy, immunological, and molecular principles in order to understand and perform standardized laboratory assays and develop new testing methods.
13. Prioritization for timely completion of work assignments/laboratory studies.
14. State operations, relationships, and areas of responsibility to facilitate communication between the laboratory and various state agencies and departments.
15. State and departmental employment opportunity policies and objectives to effectively participate in selection and development of laboratory staff.
16. Modern training tools and techniques for development of laboratory training programs and workshops for staff, trainees and other laboratories or agencies.
17. Team building and motivational techniques to promote a positive, cooperative, professional work environment.
18. Quality Assurance and Quality Control principles and procedures in compliance with current CLIA regulations.
19. Management principles, techniques and applications.

Ability to:
1. Work on multiple projects and assignments simultaneously under pressure from timelines, while maintaining appropriate priorities.
2. Adapt to changes and priorities of work assignments and policies which may impact courses of action for completion of projects and assignments.
3. Communicate verbally in a clear and effective manner with departmental staff and state and local agencies when providing consultation and technical guidance.
4. Interact and collaborate with staff of various job descriptions and backgrounds in order to foster team building and cooperation.
5. Navigate a difficult situation to a resolution.
6. Perform varied microbiological laboratory tests efficiently and safely.
7. Maintain, organize, and keep laboratory records.
8. Clearly communicate complex concepts to other scientists for consultation or training.
9. Problem solves and troubleshoots when problems occur in the laboratory.
10. Follow written or verbal direction to complete laboratory tasks and assignments, ensure safety, and accomplish laboratory goals and policies.
11. Maintain confidentiality of sensitive issues, including patient and employee information.
12. Critically review scientific literature and assess its potential applications.
13. Represent the department in a professional manner in interaction with the public, scientific community, and legal proceedings.
14. Present findings effectively for various audiences.
15. Work as part of a team, remaining attentive to ideas, recognizing responsibilities, and actively participating with others to accomplish assignments.
16. Work independently to complete laboratory work, shift priorities and meet deadlines.
17. Operate, implement and troubleshoot complex office and laboratory equipment, such as computers, office business machines, microscopes, centrifuges, and balances.
18. Organize, design, and provide effective training curriculum for various participants.
19. Organize workload, including successful delegation of tasks, to maximize productivity of team members.
20. Recognize skills and abilities of staff and utilize them effectively.
21. Analyze problems staff and take appropriate action according to established personnel management policies.
22. Perform all appropriate steps of the disciplinary process including initial counseling, documentation, corrective interviews, and adverse action.
23. Promote equal opportunity in employee hiring and development.
24. Maintain a work environment that is free from discrimination and harassment.
25. Prepare material for budgets, workloads, and other administrative committees and duties as required.
26. Set priorities consistent with the overall goals of the department and public health needs.
27. Review and approve laboratory testing results and oversee the production of timely reports.

ELIGIBLE LIST INFORMATION
In order to obtain a position on the eligible list, a minimum rating of 70% must be attained. Names of successful competitors are merged into a departmental open list established for use by the California Department of Public Health in order of final scores regardless of testing date. Eligibility expires 24 months after it is established unless the needs of the service and conditions of the list warrant a change in this period. All candidates meeting the minimum qualifications will be placed on the eligible list.
VETERAN'S PREFERENCE
Will be awarded in this examination, pursuant to Government Code Section 18973.1, effective January 1, 2014, as follows: 1) Any veteran, widow or widower of a veteran, or spouse of a 100 percent disabled veteran, who achieves a passing score in an entrance examination, shall be ranked in the top rank of the resulting eligibility list. Any veteran who has been dishonorably discharged or released is not eligible for veterans' preference; 2) An entrance examination is defined, under the law, as any open competitive examination; 3) Veterans' Preference is not granted once a person achieves permanent civil service status.

HOW TO APPLY FOR VETERANS’ PREFERENCE
The California State Jobs' website (www.jobs.ca.gov) has information on how to apply for Veterans’ Preference on their website and on the Application for Veterans’ Preference form (CalHR 1093) (https://jobs.ca.gov/PDF/SPB1093.pdf). Additional information is also available at the Department of Veterans Affairs website (http://www.cdva.ca.gov).

TDD is Telecommunications Device for the Deaf and is reachable only from phones equipped with a TDD device.

The California Relay (Telephone) Service for the deaf or hearing impaired:
MCI from TDD: 1-800-735-2929  MCI from voice telephone: 1-800-735-2922
Sprint from TDD: 1-888-877-5378 Sprint from voice telephone: 1-888-877-5379
CONDITIONS OF EMPLOYMENT (631)
Examination Title: Public Health Microbiologist Supervisor (Virology)

Name: _____________________________ (Print: first, middle initial, last)

Final Filing Dates:

January 10, 2017
March 10, 2017
May 10, 2017
July 12, 2017
September 12, 2017
November 10, 2017
January 10, 2018

If you are successful in your examination your name will be placed on the active employment list and certified to fill vacancies according to the conditions you specify on this form. If you are unwilling to accept work or do not reply promptly to communications your name will be placed on the inactive list.

Locations in which you are willing to work:

Please check your choices - you will not be offered a job in locations not checked.

Alameda County (0100) _____
Contra Costa County (0700) ______

TYPE OF EMPLOYMENT DESIRED:

ON A PERMANENT BASIS, I AM WILLING TO WORK:

___ Full Time
___ Part Time (regular hours less than 40)
___ Intermittent (on call)
___ Limited Term

ON A TEMPORARY BASIS, I AM WILLING TO WORK:

___ Full Time
___ Part Time (regular hours less than 40)
___ Intermittent (on call)
___ Limited Term

It is your responsibility to notify the Department of Public Health, Examination Services Unit, of any changes in your address or availability for employment. All correspondence must include your name, examination title, and identification number.

Signature: _____________________________ Date: _____________________________