

Agricultural Marketing Service
Office of the Deputy Administrator, Marketing Programs
Poultry Division
Grading Branch
Regional Office
Federal-State Supervisor
Agricultural Commodity Grader (Poultry), GS-1980-8
Assistant to the Federal-State Supervisor

SJ PL15

1. **INTRODUCTION**

The incumbent carries out various grading and/or inspection activities within the Federal/State submanagement area. This includes performing reviews under the Shell Egg Surveillance Program; serving as a poultry products grader on a relief basis; or performing fee grading service. Assignments are performed in poultry processing or packing plants and/or shell egg plants, and may involve details and/or reassignments to different geographical area as determined by management. The incumbent serves as an Assistant to the Federal-State Supervisor and performs assignments in plants with the following characteristics:

Poultry Grading - Whole birds and/or parts grading and limited specifications activity (two or less different specifications regularly handled).

Shell Eggs - Low to moderate volume plants (less than 50,000 cases handled per accounting cycle), with a limited amount of specification activity (two or less of the five major specifications).

II. **DUTIES**

Maintains relations with plant management and employees explaining decisions, obtaining corrections in sanitation, processing, or storage conditions; explaining grading program activities; and coordinating the grading/inspection activities with plant activities.

May examine products to determine conformance with approved contract specifications such as grade, weight, packaging and packing, and quantity for various types of contracts. Prepares and issues certificates as required.

Monitors the plant and processing operations to assure that the plant remains in compliance with regulations with respect to operating procedures and, in shell egg plants with voluntary grading service, to assure that the facilities and equipment are maintained in a sanitary condition.

In shell egg plants using voluntary grading services, assures that only approved chemicals, insecticides, and rodenticides are used; that the products are labeled only with approved labels; and that inedible products are appropriately identified and controlled.

Prepares and maintains a variety of reports and records related to the work such as plant production data, grading results, certificates issued, and administrative information.

Trains and authorizes selected plant personnel to grade accordance to U.S. standards and monitors their grading/inspection work. May also be required to train other employees in their particular specialty.

IN ADDITION, THE FOLLOWING DUTIES PERTAIN SPECIFICALLY TO EITHER POULTRY GRADING OR SHELL EGG ASSIGNMENTS.

Poultry Grading Assignments

Grades whole turkeys, chickens, ducks, geese or other poultry, and parts, considering such factors as class, fleshing, freedom from defects, age weight, and other conditions. Applies the official standards and regulations to determine the product's grade based upon grading results.

Shell Egg Assignments

May examine shell eggs for weight, color, soundness, texture of shell, the absence of defects, clarity of yolk outline, and clarity and firmness of albumen.

Assures proper cleaning of eggs, proper cartoning and/or packaging of shell eggs and is responsible for the final grade determination in accordance with official standards and regulations.

III. EVALUATION FACTORS

1. Knowledge Required by the Position Level 1-5 750 points

Knowledge of the standards, regulations, and product characteristics relevant to poultry grading and/or shell eggs to grade or inspect products and to examine products against common contract specifications, making most grade determinations independently.

Knowledge of processing, packaging, storage and sanitation procedures as specified factors which affect the product's grade and/or conditions. At this level, the knowledge is limited in range or depth to: poultry grading assignments that involve whole bird/or parts with a limited variety of contract specifications; or low volume shell egg assignments with a limited amount of specification activity.

Skill in sampling, inspecting, grading and in developing and maintaining personal relationships with industry personnel. Strong written and oral communication skills are required.

2. Supervisory Controls Level 2-3 275 points

The assignment is defined in terms of the general grading and inspection services which are to be provided at the particular plant. The employee independently plans and performs the day-to-day work, adjusting specific procedures to meet varying situations.

The grader resolves nearly all technical problems within the range of the plant's normal activity, concerning grade and/or inspection determinations and operating problems with plant employees. Unusual situations, difficult policy interpretations, questions on grading products not normally run at the plant, or similar questions are referred to the supervisor.

The Federal-State Supervisor periodically visits the plant to clarify the assignment, if necessary, to resolve particularly controversial issues with the plant's management; to assure conformity to procedures and policies; review a sample of worksheets, reports, and certificates; and spot-check technical proficiency.

3. Guidelines Level 3-3 275 points

Guides for work include the official grade standards and regulations, the grader's instructional handbook, supplemental technical bulletins, and various written and oral guidelines concerning administrative procedures and relations with plant personnel.

The grader selects and applies the guide and instructions appropriate to the particular phase of work being performed in a variety of situations. Makes borderline grading determinations; maintains suitable relationships with plant management and employees; and maintains adequate records, files, and reports on plant activities and the grading services being provided.

4. Complexity Level 4-3 150 points

The assignment involves a variety of duties which require applying different procedures and methods. The work involves the grading/inspection of poultry and poultry products and/or shell eggs to assure compliance with regulations and, in shell egg plants using voluntary grading services, to assure that the facilities and equipment are maintained in a sanitary condition. The assignment normally involves the monitoring of processing methods, conditions of product storage, containers, or packaging, and may include technical supervision of non-Federal licensed graders or inspectors.

The assignment includes full responsibility for relationships with plant management and for performing administrative duties such as maintaining records and reports associated with the assignment.

5. Scope and Effect Level 5-3 150 points

The work involves making the final determination on the grade and/or acceptability of either poultry or shell eggs, inspecting plant facilities for sanitation, overseeing authorized plant graders, and maintaining effective relationships with industry.

The grade and/or condition certificates and inspection reports issued by the grader affect the financial interests of the plants and/or their customers.

6. Personal Contacts Level 6-2 25 points

Contacts include other graders, the plant's processing lineworkers, authorized plant graders, foremen, and plant management.

7. Purpose of Contacts Level 7-3 120 points

The purpose is to maintain the cooperation of employees and managers of plants to assure an acceptable level of compliance with program policies, to resolve operating problems, and to coordinate grading services with plant production activities.

8. Physical Demands Level 8-3 50 points

Commodity grading work requires periods of physical exertion to lift and move boxes and cartons of products often weighing over 50 pounds; prolonged periods of standing, walking, stooping, bending, and climbing; physical coordination and finger dexterity in a least one hand for poultry grading assignments and two hands for shell egg assignments to perform digital examinations of eggs; ability to detect abnormalities in the commodity through normal or corrected vision in at least one eye for distance, depth perception, and color; and the ability to assure safety in a highly mechanized noisy environment through adequate or correctable hearing; and the ability to determine product qualities through smell.

9. Work Environment Level 9-2 20 points

The work environment is in a poultry or shell egg plant and involves moderates discomforts and risks

such as the cold temperatures of freezer storage areas, the presence of processing equipment, moving carts and forklifts, and wet, slippery floors.