



For the State Agency “Agriculture Project Implementation Unit” of the Ministry of
Agriculture of the Republic of Armenia

Selection of Veterinarians

Presented by CARD Foundation

06/12/2012

LIST OF ABBREVIATIONS

AH – Animal Health

AI – Artificial Insemination

APIU – Agriculture Project Implementation Unit

ASAU – Armenian State Agrarian University

ASC – Agriculture Support Center

CARD – Centre for Agribusiness and Rural Development

CVSFSPSS – Centre for Veterinary-Sanitary Food Safety and Phyto-Sanitary Services

PV – Private Veterinarian

SFSS – State Food Safety Service

FVSC – Farm and Veterinary Service Centre

METHODOLOGY OF SELECTION

Insufficient number of private veterinarians leaves gaps in animal care and raises concerns about the animal health level in the remote areas of Armenia. With current developments in the rural world, most veterinarians of Armenia need specific training programs and information in order to carry out their private veterinary activities effectively and thus improve their living conditions.

The selection of the veterinarians was carried out in the framework of the “Mobilization of private veterinarians at community level” program. The main goal of this stage of the program is to find out veterinarians who are interested in the private vet business and are willing to gain new skills and knowledge.

In this context, the main concept of the “Mobilization of private veterinarians at community level” program was announced in the “Hayastani Hanrapetutyun” daily newspaper on November 8, 2012. This newspaper is considered to be the best seller in the regions of Armenia. The announcement was open for all community, private veterinarians and senior veterinary students in the Aragatsotn, Gegharkunik, Syunik, Shirak, Lori and Tavush regions of Armenia. The applicants were given a chance to leave the filled-in applications and required documents in the regional SFSS, CVSFSPSS, and ASC’s offices and/or submit the documents at the APIU and CARD offices in Yerevan. November 14, 2012, was the deadline for the submission of the applications. The deadline for the selection of the veterinarians, based on the ToR of the program, was set up on Nov 30, 2012.

All applied candidates have been invited for an interview. The interview of the veterinarians started on Nov 16, 2012.

Prior to the interviews, the list of the selection committee members was developed for each region. All key stakeholders were involved in the selection committee. CVSFSPSS and SFSS office staff, ASC’s, APIU CARD representatives participated in the selection of veterinarians. The selection committee structure varies from region to region and district to district. The only permanent members of the committee were APIU and CARD staff members. (See the list of selection committee members for each region in the **Annex 1**.)

The criteria for the selection of veterinarians were developed during the active discussions with all stakeholders. The main criteria that were emphasized by all committee members are described below:

1. Education
2. The veterinarian’s willingness to work also as a private veterinarian,

3. Ready to accept, learn and use worldwide recognized new skills and innovative technologies in the veterinary science
4. Ready to learn more (here the age of the person plays a great role, the main challenge is that most of the old veterinarians (age of 60 or above 60) are not ready or have a willingness to learn more)
5. Participation in different veterinary trainings organized by different donors and/or NGO's
6. Involvement in the private veterinary business
7. Involvement in Artificial Insemination program
8. Number of farms served by a veterinarian in the private sector
9. Number of communities served by a veterinarian in the private sector

The timeframe for interviews were developed with the active collaboration of all stakeholders, before ahead confirming the dates and availability of each member by phone. Each day, follow up calls were undertaken with committee members and participants in order to ensure the 100% participation and smooth pass of interviews. See the timeframe of the interviews in the **Annex 2**.

SELECTED VETERINARIANS

ARAGATSOTN REGION

The interviews were held on November 20, 21, 2012, in the regional chief veterinary offices in Ashtarak, Tsaghkahovit, Talin, Aparan districts. 16 veterinarians applied for participation, out of which only 13 were selected by the committee members.

Table 1. The list of veterinarians selected in Aragatsotn region

<u>NN</u>	<u>Name, surname</u>	<u>community</u>	<u>sex</u>	<u>age</u>	<u>education</u>	<u>Position</u>
<u>1.</u>	Hunan Sargsyan	Aragats	male	40	vocational	community veterinarian
<u>2.</u>	Ararat Sargsyan	Akunk	male	42	higher	community veterinarian
<u>3.</u>	Nelson Hovhannisyan	Shgharshik	male	33	higher	community veterinarian
<u>4.</u>	Taron Muradyan	Kaqavadzor	male	49	higher	community veterinarian
<u>5.</u>	Asqanaz Safaryan	Talin	male	51	vocational	community veterinarian
<u>6.</u>	Hovhannes Hakobyan	Ashtarak	male	49	higher	Private veterinarian
<u>7.</u>	Tigran Sargsyan	Avan	male	25	higher	community veterinarian
<u>8.</u>	Sargis Qananyan	Shamiram	male	33	higher	community veterinarian
<u>9.</u>	Hrachya Gevorgyan	Ashtarak	male	25	higher	community veterinarian
<u>10.</u>	Aghasi Kirakosyan	Tsaghkahovit	male	25	higher	community veterinarian
<u>11.</u>	Sevak Antonyan	Nigavan	male	47	higher	Private veterinarian
<u>12.</u>	Khachatur Harutyunyan	Quchak	male	57	higher	community veterinarian
<u>13.</u>	Shahen Engibaryan	Erinjatap	male	40	vocational	community veterinarian

GEGHARKUNIK REGION

The interviews were held on November 26, 27, 2012, at chief vet offices in Sevan, Gavar, Vardenis and Martuni district. 19 veterinarians applied and were interviewed, out of which 10 were selected by the committee.

Table 2 The list of veterinarians in Gegharkunik region

<u>NN</u>	<u>Name, surname</u>	<u>community</u>	<u>sex</u>	<u>age</u>	<u>education</u>	<u>Position</u>
<u>1.</u>	Azat Khachatryan	Chambarak	male	51	higher	private veterinarian
<u>2.</u>	Norayr Manukyan	Ddmashen	male	52	higher	community veterinarian
<u>3.</u>	Valter Davtyan	Tsaghkunq	male	56	higher	community veterinarian
<u>4.</u>	Sargis Avagyan	Sevan	male	42	higher	Head of CVSFSPPS in Sevan
<u>5.</u>	Simon Martirosyan	Gavar	male	48	vocational	Private veterinarian
<u>6.</u>	Pargev Burnuchyan	Gavar	male	36	vocational	community veterinarian
<u>7.</u>	Vanik Karapetyan	Lanjaghbyur	male	45	higher	community veterinarian
<u>8.</u>	Aghvan Poghosyan	Akunq	male	47	higher	Private veterinarian
<u>9.</u>	Murad Hovhannisyan	Norakert	male	50	higher	community veterinarian
<u>10.</u>	Myasnik Alaverdyan	Etanos	male	48	higher	community veterinarian

SYUNIK REGION

The interviews were held on November 28, 2012, at the regional chief veterinary offices in Goris. 11 veterinarians applied and were interviewed in the Syunik region. The selection committee made a decision to select all of them.

Table 3 The list of veterinarians selected in Syunik region

<u>NN</u>	<u>Name, surname</u>	<u>community</u>	<u>sex</u>	<u>age</u>	<u>education</u>	<u>Position</u>
<u>1.</u>	Gavrusha Grigoryan	Khndzoresk	male	61	vocational	community veterinarian
<u>2.</u>	Varoujan Ghazaryan	Tegh	male	54	vocational	community veterinarian
<u>3.</u>	Hamlet Vardazaryan	Khndzoresk	male	47	vocational	community veterinarian
<u>4.</u>	Vrej Asatryan	Qarashen	male	61	higher	community veterinarian
<u>5.</u>	Ashot Harutyunyan	Goris	male	44	higher	community veterinarian
<u>6.</u>	Seyran Grigoryan	Khoznavar	male	53	vocational	community veterinarian
<u>7.</u>	Aragats Ghulunts	Tegh	male	44	higher	community veterinarian
<u>8.</u>	Artem Malunts	Nerqin Khndzoresk	male	50	higher	community veterinarian
<u>9.</u>	Vahagn Sargsyan	Kapan	male	29	higher	community veterinarian
<u>10.</u>	Armen Orbelyan	Vachagan	male	25	higher	Private veterinarian
<u>11.</u>	Telush Zaqaryan	Angeghakot	male	58	higher	community veterinarian

SHIRAK REGION

The interviews were held on November 16, 2012, at the Farm and Veterinary Service Center in the Azatan community. 17 veterinarians from the Shirak region expressed interest and applied for participating in the “Mobilization of private veterinarians at community level” program. The committee members selected 9 applicants out of 17.

Table 4. The list of selected veterinarians in Shirak region

<u>N</u> <u>N</u>	<u>Name, surname</u>	<u>community</u>	<u>sex</u>	<u>age</u>	<u>education</u>	<u>Position</u>
<u>1.</u>	Garegin Araqelyan	Mayisyan	male	48	higher	community veterinarian
<u>2.</u>	Karapet Hakobyan	Jrapi	male	44	higher	community veterinarian
<u>3.</u>	Arayik Gafaryan	Jajur	male	50	higher	community veterinarian
<u>4.</u>	Gnel Vardanyan	Amasya	male	48	higher	CVSFSPSS Amasya
<u>5.</u>	Gurgen Aslanyan	Qaraberd	male	55	vocational	community veterinarian
<u>6.</u>	Hrant Torosyan	Marmashen	male	28	higher	community veterinarian
<u>7.</u>	Grigor Gabrielyan	Bavra	male	30	higher	CVSFSPSS Ashocq
<u>8.</u>	Anik Sargsyan	Aygabac	female	52	higher	community veterinarian
<u>9</u>	Bagrat Mkrtychyan	Horom	male	45	vocational	community veterinarian

LORI REGION

The interviews were held on November 29, 2012, in the regional chief veterinary offices in Stepanavan and Vanadzor district. 15 veterinarians from the Lori region applied for the training program. Based on the interview results, out of 15 veterinarians, 11 of them were selected.

Table 5. The list of veterinarians selected in Lori region

<u>N</u>	<u>Name, surname</u>	<u>community</u>	<u>sex</u>	<u>age</u>	<u>education</u>	<u>Position</u>
<u>1.</u>	Colak Sofyan	Hobardzi	male	48	higher	Community veterinarian
<u>2.</u>	Masis Poghosyan	Tashir	male	30	higher	Community veterinarian
<u>3.</u>	Bagrat Jaghinyan	Bovadzor	male	25	vet student, since 2012	Private veterinarian
<u>4.</u>	Volodya Eghiazaryan	Stepanavan	male	58	higher	Community veterinarian
<u>5.</u>	Karen Muradyan	Sverdlov	male	43	vocational	Community veterinarian
<u>6.</u>	Sargis Hakobyan	Vanadzor	male	52	higher	Community veterinarian
<u>7.</u>	Artak Avetiqyan	Eghegnut	male	23	higher	Community veterinarian
<u>8.</u>	Movses Sargsyan	Shamut	male	42	vocational	Community veterinarian
<u>9.</u>	Armen Avetiqyan	Eghegnut	male	25	higher	Community veterinarian
<u>10.</u>	Koryun Mkhitaryan	Qarinj	male	58	vocational	Community veterinarian
<u>11.</u>	Albert Adoyan	Katnarat	male	51	higher	Community veterinarian

TAVUSH REGION

The interviews were held in November 22, 23 2012, in the regional chief veterinary offices of Berd, Noyemberyan and Ijevan districts. 18 veterinarians from the Tavush region applied for the participation in the training program. All 18 veterinarians were interviewed and based on the evaluation of the committee members, 13 veterinarians were selected from all over the Tavush region of Armenia.

Table 6. The list of selected veterinarians in Tavush region.

<u>NN</u>	<u>Name, surname</u>	<u>Community</u>	<u>Sex</u>	<u>Age</u>	<u>Education</u>	<u>Position</u>
<u>1.</u>	Samvel Aghasyan	Chinari	male	59	vocational	community veterinarian
<u>2.</u>	Levon Manucharyan	Varagavan	male	39	higher	community veterinarian
<u>3.</u>	Samvel Navasardyan	Berd	male	55	higher	community veterinarian
<u>4.</u>	Zaven Arzumanyan	Tavush	male	43	higher	community veterinarian

5.	Davit Navasardyan	Bert	male	23	Higher,	Phd student since 2012, private veterinarian
6.	Ruslan Makhsudyan	Voskepar	male	24	higher	community veterinarian
7.	Hrachya Zalinyan	Noyemberyan	male	26	vocational	community veterinarian
8.	Vardan Harutyunyan	Koghb	male	44	vocational	community veterinarian
9.	Sanasar Musayelyan	Debedavan	male	48	vocational	community veterinarian
10.	Emil Simonyan	Ijevan	male	38	higher	Head of Tavush region vet laboratory
11.	Ararat Shahnazaryan	Sevqar	male	49	higher	community veterinarian
12.	Tatul Tovmasyan	Dilijan	male	39	higher	CVSFSPSS
13.	Norayr Ordinyan	Achajur	male	44	higher	community veterinarian

Conclusion

The selection of the veterinarians was carried out in the framework of the “Mobilization of private veterinarians at community level” program according to the ToR and approved proposal. The selection process was done by the selection committee members which comprised of all stakeholders. The involvement of all stakeholders in the selection committee gave us an opportunity to have a broader image about the working experience of the veterinarians and evaluate them based on the information from different sources. The selection committee was given a chance to review the list of the main criteria for the selection of the veterinarians.

In total, 96 veterinarians applied for the program, out of which, 67 were selected who will participate in an intensive training program for the improvement of their knowledge and skills. Later on, only 48 out of 67 will remain in the project and receive all necessary veterinary, AI tools, accessories to put their knowledge into practice. It is suggested to provide the veterinarians with those supplies by Agreement. In this way, they will be more serious and we will be able to do follow-ups on their activities.

During the selection process several main criteria were taken into the consideration.

1. Private veterinary practice
2. The private veterinary business share in the budget generated by the veterinarian
3. Participation in the training programs and application of the gained knowledge

Since we propose to provide the veterinary and artificial insemination supplies on Contract basis, for final selection, it is preferable to take into account the following:

1. Participants’ attendance
2. Active participation during the seminars
3. The application of the gained knowledge in their practice

Annex 1. The list of selection committee members for each region

Aragatsotn region

List of selection committee members in Talin district of Aragatsotn region

1. Ohan Khachatryan SFSS
2. Martiros Movsisyan CVSFSPSS
3. Vrej Hovhannisyan Ag. Support center
4. Sona Tsarukyan APIU
5. Tigran Gabrielyan CARD
6. Levon Movsisyan CARD

List of selection committee members in Ashtarak district of Aragatsotn region

1. Gevush Nazaryan SFSS
2. Ruben Igityan CVSFSPSS
3. Sona Tsarukyan APIU
4. Tigran Gabrielyan CARD
5. Levon Movsisyan CARD

List of selection committee members in Aragats district of Aragatsotn region

1. Robert Amiryan SFSS
2. Nelson Muradyan CVSFSPSS
3. Sona Tsarukyan APIU
4. Tigran Gabrielyan CARD
5. Levon Movsisyan CARD

List of selection committee members in Aparan district of Aragatsotn region

1. Robert Amiryan SFSS
2. Vachik Srabyan CVSFSPSS
3. Samvel Tadevosyan Ag. Support center
4. Sona Tsarukyan APIU
5. Tigran Gabrielyan CARD
6. Levon Movsisyan CARD

Gegharkunik region

List of selection committee members in Sevan-Chambarak district of Gegharkunik region

1. Sargis Avagyan CVSFSPSS
2. Samvel Kirakosyan Ag. Support center
3. Sona Tsarukyan APIU
4. Tigran Gabrielyan CARD
5. Levon Movsisyan CARD

List of selection committee members in Gavar district of Gegharkunik region

1. Rubik Gspoyan CVSFSPSS
2. Sona Tsarukyan APIU
3. Tigran Gabrielyan CARD
4. Levon Movsisyan CARD

List of selection committee members in Vardenis district of Gegharkunik region

1. Atom Vardanyan CVSFSPSS
2. Avag Hovsepyan SFSS
3. Sona Tsarukyan APIU
4. Tigran Gabrielyan CARD
5. Levon Movsisyan CARD

List of selection committee members in Martuni district of Gegharkunik region

1. Varoujan Hakobyan CVSFSPSS
2. Sona Tsarukyan APIU
3. Tigran Gabrielyan CARD
4. Levon Movsisyan CARD

Syunik region

List of selection committee members in Syunik region

1. Edgar Tokhsants Head of Syunik vet lab
2. Artem Minasyan SFSS, lead specialist
3. Hamlet Mnacakanyan Head of CVSFSPSS
4. Sona Tsarukyan APIU

5. Tigran Gabrielyan CARD
6. Levon Movsisyan CARD

Shirak region

List of selection committee members in Shirak region

1. Simon Poghosyan CVSFSPSS
2. Vardan Papoyan FVSC manager, vet
3. Norayr Mkrtchyan Ag. Support center
4. Vaspurakan Meliqyan Ag. Support center
5. Sona Tsarukyan APIU
6. Tigran Gabrielyan CARD
7. Levon Movsisyan CARD

Lori Region

List of selection committee members in Stepanavan district of Lori region

1. Robert Poghosyan SFSS
2. Armen Jaghinyan CVSFSPSS
3. Sona Tsarukyan APIU
4. Tigran Gabrielyan CARD
5. Levon Movsisyan CARD

List of selection committee members in Gugark district of Lori region

1. Karen Melliqyan SFSS Tumanyan
2. Armen Mosinyan CVSFSPSS
3. Sona Tsarukyan APIU
4. Tigran Gabrielyan CARD
5. Levon Movsisyan CARD

Tavush region

List of selection committee members in Berd district of Tavush region

1. Andranik Qosakyan SFSS
2. Radik Araqelyan CVSFSPSS
3. Vahan Karapetyan Ag. support center
4. Sona Tsarukyan APIU
5. Tigran Gabrielyan CARD
6. Arman Ohanyan CARD
7. Levon Movsisyan CARD

List of selection committee members in Noyemberyan district of Tavush region

1. Norik Gishyan SFSS
2. Seyran Aleqsanyan Ag. support center
3. Koryun Barseghyan Ag. support center
4. Sona Tsarukyan APIU
5. Tigran Gabrielyan CARD
6. Arman Ohanyan CARD
7. Levon Movsisyan CARD

List of selection committee members in Ijevan district of Tavush region

1. Ashot Naghdalyan CVSFSPSS
2. Vahan Karapetyan Ag. support center
3. Sona Tsarukyan APIU
4. Tigran Gabrielyan CARD
5. Arman Ohanyan CARD
6. Levon Movsisyan CARD

Annex 2. Timeframe for interviews in the 6 target regions of Armenia

November 2012

12	13	14	15	Shirak 16	17	18
19	Talin- Ashtarak 20	Aparan- Aragats 21	Berd 22	Ijevan- Noyemberyan 23	24	25
Sevan- Cambarak- Gavar 26	Martuni- Vardenis 27	Syunik 28	Lori 29	30		

Annex 3 List of applied veterinarians

NN	Name, surname	Region
1.	Hunan Sargsyan	Aragatsotn
2.	Ararat Sargsyan	Aragatsotn
3.	Nelson Hovhannisyan	Aragatsotn
4.	Taron Muradyan	Aragatsotn
5.	Asqanaz Safaryan	Aragatsotn
6.	Hovhannes Hakobyan	Aragatsotn
7.	Tigran Sargsyan	Aragatsotn
8.	Sargis Qananyan	Aragatsotn
9.	Hrachya Gevorgyan	Aragatsotn
10.	Aghasi Kirakosyan	Aragatsotn

<u>11</u>	Sevak Antonyan	Aragatsotn
<u>12.</u>	Khachatur Harutyunyan	Aragatsotn
<u>13</u>	Shahen Engibaryan	Aragatsotn
<u>14</u>	Atom Sahakyan	Aragatsotn
<u>15</u>	Ararat manukyan	Aragatsotn
<u>16</u>	Shaliko Mkrtchyan	Aragatsotn
<u>17</u>	Azat Khachatryan	Gegharkunik
<u>18</u>	Norayr Manukyan	Gegharkunik
<u>19</u>	Valter Davtyan	Gegharkunik
<u>20</u>	Sargis Avagyan	Gegharkunik
<u>21</u>	Simon Martirosyan	Gegharkunik
<u>22</u>	Pargev Burnuchyan	Gegharkunik
<u>23</u>	Vanik Karapetyan	Gegharkunik
<u>24</u>	Aghvan Poghosyan	Gegharkunik
<u>25</u>	Murad Hovhannisyan	Gegharkunik
<u>26</u>	Myasnik Alaverdyan	Gegharkunik
<u>27</u>	Varoujan hakobyan	Gegharkunik
<u>28</u>	Yura Hayrapetyan	Gegharkunik
<u>29</u>	Vigen Hayroyan	Gegharkunik
<u>30</u>	Never Aghekyan	Gegharkunik
<u>31</u>	Bagrat Abrahamyan	Gegharkunik
<u>32</u>	Hakob Margaryan	Gegharkunik
<u>33</u>	Hamlet Hakobyan	Gegharkunik
<u>34</u>	Melik Martirosyan	Gegharkunik
<u>35</u>	Hakob Barseghyan	Gegharkunik
<u>36</u>	Gavrusha Grigoryan	Syunik
<u>37</u>	Varoujan Ghazaryan	Syunik
<u>38</u>	Hamlet Vardazaryan	Syunik
<u>39</u>	Vrej Asatryan	Syunik
<u>40</u>	Ashot Harutyunyan	Syunik
<u>41</u>	Seyran Grigoryan	Syunik
<u>42</u>	Aragats Ghulunts	Syunik
<u>43</u>	Artem Malunts	Syunik
<u>44</u>	Vahagn Sargsyan	Syunik
<u>45</u>	Armen Orbelyan	Syunik
<u>46</u>	Telush Zaqaryan	Syunik
<u>47</u>	Garegin Araqelyan	Shirak
<u>48</u>	Karapet Hakobyan	Shirak
<u>49</u>	Arayik Gafaryan	Shirak
<u>50</u>	Gnel Vardanyan	Shirak
<u>51</u>	Gurgen Aslanyan	Shirak
<u>52</u>	Hrant Torosyan	Shirak
<u>53</u>	Grigor Gabrielyan	Shirak
<u>54</u>	Anik Sargsyan	Shirak
<u>55</u>	Bagrat Mkrtchyan	Shirak
<u>56</u>	Harutyun Khoshbekyan	Shirak
<u>57</u>	Andranik Vardanyan	Shirak

<u>58</u>	Arsen Alaverdyan	Shirak
<u>59</u>	Hayk Movsisyan	Shirak
<u>60</u>	Armenak Hovakimyan	Shirak
<u>61</u>	Ofelya Zaqaryan	Shirak
<u>62</u>	Norayr Arshakyan	Shirak
<u>63</u>	Paruyr Hovhannisyan	Shirak
<u>64</u>	Colak Sofyan	Lori
<u>65</u>	Masis Poghosyan	Lori
<u>66</u>	Bagrat Jaghinyan	Lori
<u>67</u>	Volodya Eghiazaryan	Lori
<u>68</u>	Karen Muradyan	Lori
<u>69</u>	Sargis Hakobyan	Lori
<u>70</u>	Artak Avetiqlan	Lori
<u>71</u>	Movses Sargsyan	Lori
<u>72</u>	Armen Avetiqlan	Lori
<u>73</u>	Koryun Mkhitarqan	Lori
<u>74</u>	Albert Adoyan	Lori
<u>75</u>	Arthur Titanyan	Lori
<u>76</u>	Garik Gevorgyan	Lori
<u>77</u>	Ashot Ghazaryan	Lori
<u>78</u>	Suren Hakobyan	Lori
<u>79</u>	Samvel Aghasyan	Tavush
<u>80</u>	Levon Manucharyan	Tavush
<u>81</u>	Samvel Navasardyan	Tavush
<u>82</u>	Zaven Arzumanyan	Tavush
<u>83</u>	Davit Navasardyan	Tavush
<u>84</u>	Ruslan Makhsudyan	Tavush
<u>85</u>	Hrachya Zalinyan	Tavush
<u>86</u>	Vardan Harutyunyan	Tavush
<u>87</u>	Sanasar Musayelyan	Tavush
<u>88</u>	Emil Simonyan	Tavush
<u>89</u>	Ararat Shahnazaryan	Tavush
<u>90</u>	Tatul Tovmasyan	Tavush
<u>91</u>	Norayr Ordinyan	Tavush
<u>92</u>	Grigor Safaryan	Tavush
<u>93</u>	Rudik Mangasaryan	Tavush
<u>94</u>	Sayad Khocharyan	Tavush
<u>95</u>	Sasun Ananyan	Tavush
<u>96</u>	Ararat Apyan	Tavush

Annex 4 Pictures taken during the interviews

