

North Country Emergency Medical Service

404 S. Parcel Ave. Yacolt, WA 98675 360-686-3271

NCEMS position announcement

CAREER LEAD FLEX PARAMEDIC

Bargain Agreement Position Salary Range: \$66,165.68 - \$84,592.65 DOE

Job Description and Application Process

A 49-hour per week flex shift paramedic with NCEMS serves as a lead paramedic on an ambulance assignment working with an EMT partner and frequently a paramedic assistant who may be an EMT or EMR. This position is assigned to work 24.5 hours on Wednesdays of each week in addition to a floating 24.5 hour shift within the same work week that begins and ends at the standard shift time of 07:30-08:00 the following day.

Examples of essential job functions relating to paramedic assignment are listed following:

- Deliver Basic Life Support and Advanced Life Support treatment in accordance with Washington State Law and Clark County Medical Program Director's standing orders.
- Assist in removal of victims from dangerous situations.
- Participate in the exchange of information between off-going and on-coming shifts and in staff meetings.
- Operate a multitude of medical devices and equipment appropriate for field use as approved by the agency and treatment protocols. Check all personal gear, assigned vehicles, equipment, and tools to ensure safe and effective operation.
- Prepare complete records/reports related to emergency medical care, and vehicle and equipment operations during operational period.
- Operate ambulances, emergency vehicles and equipment safely, efficiently, and in accordance with established policies and procedures of the agency.
- Maintain familiarity with maps and related road networks within the NCEMS service area, and within areas committed to aid response agreements.
- Participate in scheduled and assigned training classes.
- Perform other job-related duties consistent with assigned responsibilities.

Paramedics wear department approved uniforms and comply with agency standards for personal hygiene and grooming.

Paramedics must maintain a high level of physical ability due to the diverse service area. Paramedics are subject to periodic physical ability testing.

Paramedics may operate in biohazard conditions when the circumstances for treatment and care of patients require. Must be able to wear personal protection equipment and use personal protective methods as per agency ~~procedures~~

NCEMS paramedics are required to perform their responsibilities in a capable and competent manner in accordance with protocols and standards for patient care as established by Washington State Laws, Medical Program Director protocols, and North Country EMS agency directives.

Paramedics serve as mentors, coaches, trainers, and instructors of residents and other agency EMS staff.

Paramedics assist in coordinating fire department and VRT responses when necessary.

NCEMS paramedics must have the ability to establish and maintain a positive working relationship with other emergency service workers, hospital staff, and other cooperating agencies.

NCEMS paramedics deliver polite, compassionate care to all patients regardless of race, age, sex, religion, national origin, or ability to pay.

Due to the small size of the agency, paramedic staff members are assigned additional responsibilities within the agency in addition to the duties outlined above.

EMPLOYMENT STANDARDS

Applicants must:

1. Be a high school graduate or equivalent.
2. Be a Nationally Registered Paramedic at any time in the past, and currently possess a Paramedic Certification, and be eligible to become WA state certified. Applicant must successfully pass any agency required written practical or oral examinations prior to employment.
3. Be approved by, and maintain approval of the Clark County Medical Program Director for ALS privileges in Clark County. Those not already approved must successfully complete the Clark County MPD approval process prior to employment.
4. Have and maintain a valid motor vehicle operator's license. Have and maintain a driving record sufficiently clear to allow insurability without prejudice.
5. Successfully complete a comprehensive background investigation to include criminal record and employment record.
6. Have the physical ability to pass a pre-hire physical ability test and to perform the job as required.
7. Live within one-hour response time of the station in Yacolt depending upon their assignment.
8. Have a minimum of two years' experience as a practicing lead paramedic in a high volume pre-hospital ALS transport system.
9. Be a non-user of tobacco products and illegal / illicit drugs both on and off the job at time of employment and maintain the same status throughout the term of employment.
10. Have the ability to communicate both orally and in writing in English, and be able to understand and follow oral and written instructions.
11. Be able to establish and maintain working relationships with employees, volunteers, and management.
12. Be able to effectively perform prolonged work under adverse emergency conditions involving physical and mental stress.
13. Have the ability to think clearly and use independent judgment in routine and non-routine situations which may occur.

DESIRED QUALIFICATIONS

(These are not required but may be used as criteria in the overall evaluation of candidates)

1. Experience in working with volunteers and volunteer systems.
2. Highly proficient with computers, web or data information management.
3. Outdoor / rescue experience.
4. Non-paramedic professional skill or trade.
5. Instructor courses and experience in teaching or instructing.
6. Experience in a rural EMS environment.
7. Bachelor's degree in a related field from an accredited institution.

PHYSICAL DEMANDS: The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. While performing the duties of this job, the employee is frequently required to sit, talk, walk, hear, stand, lift, drive a motor vehicle, use hands to feel, operate objects, tools, devices, or controls; reach with hands and arms.

The position requires full range of motion including handling and lifting patients on litters. Routinely requires lifting and carrying of 50 to 100 pounds repetitively during a day, including pushing and pulling of a litter at 32 to 36-inch height with a 200 plus pound patient and one person to assist. Requires kneeling, balancing, stooping, standing, walking, climbing (including ascending and descending stairs), occasionally while pushing/pulling/controlling a litter or seat/lift with same 200 plus pound patient, depth perception, eye/hand coordination, and finger dexterity.

Requires sustained crouching or sitting with forward flexion of low back. Involves reaching for and lifting objects over 10 pounds and then carrying for a distance. Requires occasional lifting over 100 pounds. Requires hearing and oral communication abilities in order to use phones or two-way radios to communicate.

WORK ENVIRONMENT: The work characteristics described here are representative of those an employee encounters while performing the essential functions of this position. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. While performing the duties of this job the employee occasionally works in adverse weather conditions. The employee will frequently work in a motor vehicle. The employee will occasionally work near moving mechanical parts, in high precarious places, is exposed to wet and/or humid conditions, fumes, airborne particles, toxic or caustic chemicals, extreme cold, extreme heat, vibration and electromagnetic radiation.

The noise level is normally moderate, but will be elevated when sirens are operating. Employees will work primarily at the EMS station, on a medical scene, in an ambulance or at a hospital.

HEALTH HAZARDS: Exposure to blood, body fluids, and airborne hazards – standards and precautions are available and mandated. Working near or around hazardous materials or environments – standards and precautions are available and mandated. Exposure to various environmental conditions. Driving emergency vehicles. Working near or around hostile situations and occasionally unknowingly entering hostile environments. Standards and precautions to reduce risks are available and mandated.

COMPENSATION AND BENEFITS

HEALTH ALLOWANCE AND FLEXIBLE BENEFITS PLAN: A health care benefit package is provided including medical, dental, vision, life, and long term disability coverage. North Country EMS contributes a percentage of the premium cost in addition to the employee monthly.

OTHER BENEFITS: NCEMS offers Washington State Law Enforcement and Firefighters Retirement Plan 2 (LEOFF2). The plan offers 2% per year of service at age 53, based on highest five year service credits. The employer contribution of 5.24% is included in the total compensation salary for this position; the employee contribution is 8.46%. Deferred compensation participation is optional. The agency matches employee contributions up to \$100 per month.

LEAVES and WORK SCHEDULE: The position accrues 18.66 hours of sick leave per month for a maximum of 672 hours. The position accrues 4.66 to 28 hours per month of vacation, depending on length of service, for a maximum of 224 hours of accrual.

PAY SCHEDULE: All employees are paid bi-monthly for a total of 24 pay periods each year.

APPLICATION PROCESS:

If you are interested in pursuing this career opportunity, please attach and submit the following required items with your application:

- NCEMS Employment Application
- Cover letter that explains interest in this position and summarizes experiences and education
- Résumé
- Required certifications and licenses
- Copy of educational degree or applicable credits

Applicants will participate in:

- An oral interview
- A written test to assess your knowledge of EMS processes and procedures
- A practical scenario to assess your knowledge of EMS processes and procedures
- A physical fitness assessment to determine your strength, agility, and general physical fitness
- A drug screen
- Medical physical to be completed by an NCEMS appointed physician
- An extensive background investigation
- A Chief's interview

ORAL BOARD INTERVIEW: This phase of the examination will be an interview before a panel of EMS and/or personnel representatives. The oral board is designed to aid in the determination of a candidate's maturity, communication skills, and motivation for the position. Candidates who have passed other portions of the examination, but who have failed this portion of the examination will be disqualified at this time from any further consideration for the position.

WRITTEN AND SKILLS EXAMINATION: You must pass the written examination to be eligible for employment consideration. Candidates who fail to achieve the minimum passing score on the written examination will be disqualified from any further consideration for the position. Candidates must demonstrate CPR and ACLS skills. NCEMS reserves the right to administer a second written examination at its discretion.

PHYSICAL ABILITY ASSESSMENT: Candidates have to meet Agency physical fitness standards, including but not limited to: bending, squatting, kneeling, walking on uneven ground, climbing stairs, lifting 100-150 pounds.

BACKGROUND INVESTIGATION: A thorough background investigation will be conducted for the specific

purpose of obtaining pertinent data for NCEMS to consider in determining suitability for employment. Eligible candidates will be requested to authorize a release of personal information, however personal or confidential it may appear to be, including but not limited to: educational history, medical history, employment history, legal complaints, arrests or convictions, and motor vehicle history. NCEMS reserves the right to reject any eligible candidate who, on the basis of background and character investigation or medical examination, does not appear to be the most suitable qualified candidate for the position. If you fail to appear for any part of the examination process, or if you do not pass any part of the examination, your name will be removed from any further consideration.

OTHER INFORMATION:

North Country EMS policy permits the chief to use the “rule of 5” when making final selection for employment.

Probation period is defined under the CBA as: Six months for agency affiliated employees, one year for employees newly hired by NCEMS.

Applications are due by May 10th, 2023 at 5pm and can be found at www.northcountryems.org under the “serve” tab. Applications can be submitted in person at 300 W Hoag St Yacolt, Wa 98675 or emailed to b.shirley@northcountryems.org.

NORTH COUNTRY EMS IS AN EQUAL OPPORTUNITY EMPLOYER

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