

North Country Emergency Medical Service

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

PART TIME LEAD PARAMEDIC

Steps 18-29: \$17.26 to \$29.99 Per Hour, typically a 6 year step process.

Job Description and Application Process

A part time lead 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. Part time lead paramedics typically work 15 hour shift from 5 pm to 8 am the next morning, or 24.5 hour shifts, from 7:30 am until 8 am 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 service area and within those areas with 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 protocols.

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 and VRT activations and work with other station staff to ensure clean and functional working conditions.

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 without respect for 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. Nationally Registered Paramedic at anytime in the past, and currently possess a Paramedic Certification and be eligible to become WA state certified. Successfully pass any Agency required written 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. Have a minimum of two years' recent experience as a practicing lead paramedic in a high volume pre-hospital ALS transport system.
8. 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.
9. Have the ability to communicate both orally and in writing in English and be able to understand and follow oral and written instructions.
10. Be able to establish / maintain working relationships with employees, volunteers and management.
11. Be able to effectively perform prolonged work under adverse emergency conditions involving physical and mental stress.
12. 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 finger, hand, feel, or 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 frequently works in outside weather conditions. The employee will frequently work in a motor vehicle. The employee occasionally works 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 and 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

PAY SCHEDULE: Employees are paid every two weeks for a total of 26 pay periods each year.

RATE OF PAY: Part time lead paramedics are compensated at agency Steps 18-29: \$17.26 to \$29.99 per hour, typically a 6 year step process depending on number of shifts worked during a calendar year and periodic employee performance evaluations.

APPLICATION PROCESS

If you are interested in pursuing this 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
- Supplemental Questionnaire
- Copy of educational degree or applicable credits

Applications may be obtained in person or from the Agency web site at www.northcountryems.org.

Applications must be delivered in person or by mail:

MAILING ADDRESS:

PO Box 189
Yacolt, WA 98675

ADDRESS FOR DROP-OFF:

404 S. Parcel Ave.
Yacolt, WA 98675

North Country EMS continually recruits for high caliber lead paramedics. Only the most qualified applicants with the most relevant experience and education will be invited to continue in the selection process. In addition, final candidates for the position are required to pass a background check, criminal records check, medical evaluation, and drug screen, at NCEMS expense, prior to appointment. If special accommodations are necessary at any stage of the selection process, please contact Chief Ben Peeler immediately.

APPLICANTS MUST PASS ANY FOLLOWING THAT MAY BE REQUIRED:

- An oral interview
- A written test to assess your knowledge of EMS material
- A practical EMS test to assess your paramedic skill level
- A physical fitness assessment to determine your strength, agility, and general physical fitness
- An extensive background investigation
- A Chief's interview

BACKGROUND INVESTIGATION: A thorough background and character 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, financial/credit agencies and institutions, medical history, employment history, legal complaints, arrests or convictions, and motor vehicle history. Existing skill base meeting the desired qualifications. 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: Failure to complete and submit ALL application materials will likely disqualify your application. NCEMS may or may not notify applicants of incomplete application packets.

**NORTH COUNTRY EMERGENCY MEDICAL SERVICE IS AN EQUAL OPPORTUNITY
EMPLOYER AND SUPPORTS WORKFORCE DIVERSITY.**