FIREFIGHTER PARAMEDIC

POSITION SUMMARY

The Firefighter Paramedic is responsible for delivering advanced emergency medical care as a paramedic and performing firefighting duties when required. This role involves responding to various medical emergencies, providing life-saving interventions, and ensuring the safety and well-being of patients. In addition, the Firefighter Paramedic supports fire suppression and hazardous materials response and participates in fire prevention activities. Working in a dynamic, high-pressure environment, the position requires a strong focus on EMS functions with integrated fire department duties.

ESSENTIAL DUTIES AND RESPONSIBILITIES

Essential Duties:

- Respond to emergency medical calls, providing advanced life support (ALS) or basic life support (BLS), depending on certification level.
- Conduct initial and ongoing patient assessments, develop treatment plans, and administer appropriate medical interventions based on patient needs.
- Perform critical care procedures, including cardiac monitoring, defibrillation, airway management, IV therapy, medication administration, and trauma care.
- Ensure timely and accurate documentation of patient assessments, treatments, and outcomes in pre-hospital medical reports.
- Stabilize and transport patients safely to medical facilities, ensuring ongoing care during transit.
- Maintain medical equipment and supplies, ensuring all necessary tools are available and in working condition for emergency response.
- Act as lead paramedic on scene, coordinating with other responders to manage patient care and logistics.
- Assist EMTs and other medical personnel in patient care, packaging, and transport when needed.
- Provide training and mentorship to fellow team members in EMS best practices and protocols.
- Perform fire suppression duties as part of a firefighting crew, including extinguishing fires, conducting search and rescue operations, and mitigating hazardous materials incidents.
- Assist with vehicle extrication and technical rescue operations during emergency response situations.
- Participate in fire prevention activities, such as conducting inspections to ensure compliance with fire codes and standards.
- Collaborate with other firefighters and paramedics in high-stress, emergency environments to ensure the safety of all involved.
- Engage in ongoing EMS and firefighting training programs to maintain required certifications and stay current with industry standards.
- Perform routine maintenance and inspections of firefighting apparatus, EMS equipment, and fire department facilities.
- Participate in regular testing of hydrants and other fire safety systems in collaboration with city utilities.
- Accurately complete all reports related to patient care, incidents, and fire suppression activities.

- Participate in community outreach and public education initiatives playing a vital role in building trust and educating the community on safety practices.
- Ensure that patient information and medical records are handled with strict confidentiality and in compliance with HIPAA standards.

Knowledge, Skills and Abilities (position requirements at entry):

- In-depth knowledge of advanced life support (ALS) procedures, medical protocols, and EMS systems.
- Ability to administer emergency medical care, including trauma management, advanced airway techniques, cardiac interventions, and medication administration.
- Strong understanding of patient care documentation requirements and medical terminology.
- Familiarity with firefighting tactics, equipment, and the Incident Command System (ICS).
- Knowledge of hazardous materials response, fire suppression strategies, and rescue operations.
- Ability to communicate effectively with patients, team members, and the public, both in high-pressure situations and routine interactions.
- Proficient in using communication equipment, such as radios and dispatch systems.
- Technical Proficiency:
- Skilled in the use of EMS equipment, including cardiac monitors, defibrillators, suction units, and trauma tools.
- Proficient in maintaining and troubleshooting fire and EMS equipment to ensure operational readiness.
- Ability to quickly assess emergency situations and make sound decisions under pressure. Strong critical thinking skills to determine the best course of action during patient care and fire suppression.

QUALIFICATIONS

Education and Experience:

- High School Diploma or General Equivalency Diploma (G.E.D.).
- Associate's Degree or higher preferred.

Special Requirements:

- Valid ND Driver's License.
- Nationally Registered Paramedic (NRP) or equivalent.
- North Dakota Paramedic Licensure (must be obtained upon hire if from out-of-state) or equivalent.
- Required certifications: AHA BLS CPR, AHA ACLS, AHA PALS, NAEMT PHTLS, NAEMT AMLS.
- NIMS/ICS certifications: ICS 100, 200, 700, 800.
- Additional certifications to be obtained within one (1) year of hire: ProBoard and/or IFSAC Hazardous Materials Awareness and Operations, Fire Fighter I, BlueCard Command Certification.

WORKING CONDITIONS

- Physical requirements: climbing, balancing, stooping, kneeling, crouching, crawling, reaching, standing, walking, driving, pushing, pulling, lifting, fingering, grasping, feeling,

talking, hearing, seeing, and repetitive motions.

- May be subjected to hazardous conditions including but not limited to: fumes, odors, dusts, gases, chemicals, poor ventilation, body fluids, extreme temperatures, inadequate lighting, work space restrictions, intense noises, and travel.
- Heavy Work: Exerting up to 100 pounds of force occasionally, and/or up to 50 pounds of force frequently, and/or up to 20 pounds of forces constantly to move objects.
- Work involves episodes of strenuous physical activity, routine exposure to the threat of physical harm including the threat of loss of life, exposure to hazardous substances, unpleasant working conditions such as adverse weather conditions or the extreme risk of accident or ill health. Threats are difficult to identify or protect against.

Classification: Grade FD-P1
FLSA: Non-Exempt
Created: 8/22/2024 by Chief Presnell
Approved by City Commission: 9/03/2024
Updated: Classification updated by HR Torgerson to align with the new pay scale, effective June 23, 2025; **8/27/25 by Chief Presnell, Interim EMS Director Brock, HR Nameniuk to update requirements.**