



**POSITION TITLE:** Fire Captain Paramedic  
**REPORTS TO:** Fire Chief  
**EMPLOYMENT STATUS:** Non-Exempt  
**SCHEDULE:** 48/96 (56 workweek)

### POSITION SUMMARY

Under the supervision of the fire chief, the Fire Captain Paramedic is responsible for responding to all district incidents within their shifted time period. The captain acts as incident commander on all incidents unless otherwise relieved. As a small combination department, the captain may occasionally be the sole provider of ALS care until mutual aid or transport services arrive on the scene. The captain is also expected to attend various scheduled meetings, trainings, and provide availability for special events as requested. Performs all duties in a manner consistent with nationally recognized standards and the District's stated values, policies, and standard operating procedures of the organization.

### SUPERVISION EXERCISED:

The captain directly supervises all shifted and non-shifted line personnel during emergency response and non-emergency operations during their 48hr shift. Directly supervises volunteer Lieutenants, Firefighters, EMS personnel, and probationary members.

The position's focus is primarily dedicated to organizing, developing, and leading individual and department-level training.

### ESSENTIAL DUTIES AND RESPONSIBILITIES

- Maintain the ability to perform all physical skills related to firefighting and associated duties.
- Lead and individually perform firefighting, EMS, and rescue procedures per all state and national protocols, department policies, and standard operating procedures or guidelines.
- Frequently perform as an independent paramedic provider on emergency scenes until the arrival of transporting agency.
- May perform routine fire prevention and suppression duties as an individual or as part of a team.
- Provide public education per state certification and fire department requirements.
- Participate in the development and implementation of the district's operational vision.
- Supervise and perform apparatus and station duties as appropriate.
- Ensure all apparatus preparations are completed for special events, and severe weather (i.e., chains for snow).
- Ensure all apparatus are in ready condition after incidents (ie. cleaning and organizing interior/exterior/compartments and submitting applicable maintenance requests per SOGs.)
- Safely drive and operate all apparatus per SOGs.
- Ensure all necessary Fire and EMS reports are completed.



- QA and QI of all EMS and Fire reports from the preceding shift.
- Maintain issued personal protective equipment per NFPD SOGs.
- Maintains custody of all controlled substances
- Reviews and corrects deficiencies and implements disciplinary procedures where necessary.

#### **REQUIRED QUALIFICATIONS**

- Possess and maintain a valid State of Colorado driver's license with an acceptable driving record and meet the insurability requirements of the NFPD's insurance carrier.
- Successfully passes a formal background check.
- 5 years of experience as a Firefighter/Paramedic
- Colorado State Structural Firefighter II
- Colorado State Hazmat Operations & Awareness
- Colorado State-Paramedic
- BLS/ ACLS/PALS
- Wildland Firefighter II ( s130/190 w/ current red card)
- NIMS 100,200,700,800

#### **QUALIFICATIONS REQUIRED WITHIN ONE YEAR**

- Colorado State Fire Instructor I
- Colorado State Fire Officer I
- NWCG S- 215 or 131

#### **DESIRED QUALIFICATIONS**

- Associate's degree in an applicable field.
- 3 years of career company officer experience.
- Colorado State Fire Officer II
- Wildland Firefighter I (squad boss)
- Colorado State live Burn Instructor
- Blue Card Certification
- Colorado State Proctor
- Incident Safety Officer Certification
- NFPA Fire Inspector I
- AIARE- Avalanche 1
- Backcountry rescue experience
- Experience providing ALS care in austere environments.

#### **ESSENTIAL CHARACTER TRAITS**

- Maintain a safety-first attitude.
- Ability to effectively lead others in emergent and non-emergent settings.
- Maintain the highest level of honesty, integrity, and empathy in all circumstances.



- Facilitate the daily execution of the mission and vision of NFPD.
- Be able to isolate personal views from interpersonal disagreements.
- Strong individual work ethic
- Ability to receive and execute orders from superiors.
- Display a positive and professional disposition in all circumstances.
- Ability to receive and positively act upon constructive feedback.

#### **NECESSARY KNOWLEDGE, SKILLS AND ABILITIES**

- Excellent verbal and written communication skills
- Familiarity with departmental / fire service rules, regulations and standard operating procedures.
- Requires solid knowledge of the principles, practices, and techniques of modern fire suppression and prevention; delivery of emergency medical services; emergency communications systems, and hazardous materials operations.
- Requires the ability to perform emergency services tasks in a variety of environmental conditions to include the ability to operate all communications equipment, assigned firefighting apparatus and equipment. Must be able to don protective clothing and to utilize self-contained breathing apparatus as needed.
- Requires expert knowledge of Incident command systems
- Requires expertise in prehospital emergency medical service delivery and education.
- Requires the ability to lead and perform emergency services tasks in a variety of environmental conditions to include the ability to operate all communications equipment, assigned firefighting apparatus, and equipment.

#### **Physical Demands**

Physical demands described herein are representative of those duties and tasks that may be required of the employee to perform essential functions successfully and shall include but not be limited to the following:

Maintains levels of physical aptitude as set forth by applicable NFPD SOGs

- Wearing personal protective clothing (turnouts) and a SCBA; performing firefighting tasks such as hose line operations, extensive crawling, lifting and carrying heavy objects, ventilating roofs or walls using power or hand tools, forcible entry, etc.
- Wearing personal protective clothing (turnouts) and a SCBA; the employee is expected to complete tasks while wearing turn-outs and a SCBA weighing at least 50 pounds or more and carrying equipment/tools weighing an additional 20 to 40 lbs. Additional tasks while wearing turn-outs and a SCBA will include advancing water-filled hose lines up to 2½ inches in diameter from fire apparatus



to occupancy, approximately 200 feet, which can involve negotiating multiple flights of stairs, ladders, and other obstacles, including extensive crawling.

- Wearing personal protective clothing (turnouts) and a SCBA; the employee will be required to climb 3 or more flights of stairs and accomplish searching, finding, and rescue-dragging/carrying victims, ranging from newborns to adults weighing over 200 pounds to safety despite hazardous conditions and low visibility.
- Employees will be required to perform EMS and rescue operations that require prolonged periods of extreme physical exertion without the benefit of warm-up, scheduled rest periods, meals, access to medication, and limited hydration.
- Specific vision abilities required by this job include close, distance, color, peripheral, depth perception, and the ability to adjust focus. In addition to performing the above-listed job tasks and duties, the employee is frequently asked to stand, sit, walk, talk, hear, stoop, kneel, crouch or crawl.

### **Work Environment**

While performing the duties of this job, the employee regularly works in outside weather conditions, including temperature extremes, during the day and night shifts. Work is often performed in emergency and stressful situations. The employee is exposed to loud noises, confined spaces, and hazards associated with fighting fires and rendering emergency medical assistance, including biohazards, smoke, noxious odors, fumes, chemicals, liquid chemicals, solvents, and oils. The employee occasionally works near moving mechanical parts in high, precarious places and is occasionally exposed to wet or humid conditions, fumes, or airborne particles, toxic or caustic chemicals, risk of electrical shock, and vibration. It is reasonably anticipated that the individual will be exposed to blood-borne pathogens and other infectious materials in the course of duties. Shift lengths are occasionally extended due to emergency conditions, and occasionally emergency call-backs are necessary to serve the needs of the community.



**EQUAL OPPORTUNITY EMPLOYER**

Nederland Fire Protection District is an equal opportunity employer that is committed to diversity and inclusion in the workplace. We prohibit discrimination and harassment of any kind based on race, color, sex, religion, sexual orientation, national origin, disability, genetic information, pregnancy, or any other protected characteristic as outlined by federal, state, or local laws. This policy applies to all employment practices within our organization, including hiring, recruiting, promotion, termination, layoff, recall, leave of absence, compensation, benefits, training, and apprenticeship. NFPD makes hiring decisions based solely on qualifications, merit, and business needs at the time.

*This job description is established by the Board of Directors ("Board") of the Nederland Fire Protection District ("District") to outline the basic requirements, duties, and general responsibilities of the Fire Chief position. This position is "at-will," which means both the Fire Chief and Board have the right to terminate this employment at any time for any reason, with or without cause and with or without notice.*

*The above statements listed in this job description are intended only to illustrate the general nature and level of work being performed by individuals assigned to this position. They are not intended to be an exhaustive list of all responsibilities, duties, and skills required of personnel classified in this position. This job description does not constitute an employment agreement between the NFPD and the employee. This updated job description supersedes previous descriptions for the same position. The Board reserves the right to add to or change duties at any time.*

**ACCEPTANCE**

I have received and understand the essential duties and other requirements of my position, as stated in the above job description. I am able to perform these essential duties with or without reasonable accommodation.

\_\_\_\_\_  
Signature of Employee

\_\_\_\_\_  
Date

\_\_\_\_\_  
Signature of Fire Chief

\_\_\_\_\_  
Date