



## Job Description

Job Title:	Fire Captain/Paramedic
Reports to:	Fire Chief
FLSA Classification:	Non-Exempt
Hiring Pay Range:	\$121,335 - \$132,587 DOQ

### **Position Summary:**

Under the supervision of the Fire Chief, the Fire Captain/Paramedic is responsible for responding to all district incidents occurring during their assigned shift. The Captain serves as the Incident Commander on all incidents unless relieved by a higher-ranking officer.

As part of a small combination department, the Captain/Paramedic may occasionally function as the sole Advanced Life Support (ALS) provider until mutual aid or transport services arrive on scene. This position is assigned to a 56-hour work week operating on a 48/96 schedule.

A significant portion of this role involves organizing, developing, and leading both individual and department-wide training programs. The Captain is also expected to attend scheduled meetings, training courses, and special events as requested.

Additionally, this position oversees line personnel in maintaining the operational readiness of district stations, apparatus, and equipment. All duties are performed in accordance with nationally recognized standards and the District's established values, policies, and standard operating procedures.

### **Essential Duties and Responsibilities**

- Maintain the ability to perform all physical tasks associated with firefighting and related emergency service duties.
- Lead and independently perform firefighting, EMS, and rescue operations in accordance with all applicable state and national protocols, department policies, and standard operating procedures/guidelines.
- Frequently function as an independent paramedic provider on emergency scenes until the arrival of a transporting agency.
- Perform routine fire prevention and suppression duties individually or as part of a team.
- Provide public education in accordance with state certification requirements and department standards.

- Participate in the development and implementation of the District’s operational vision and objectives.
- Supervise and perform apparatus and station duties as assigned, including ensuring apparatus are properly prepared for special events and severe weather conditions (e.g., installation of snow chains).
- Ensure all apparatus are returned to service-ready condition following incidents, including cleaning, organizing interior and exterior compartments, and submitting maintenance requests in accordance with departmental SOGs.
- Safely drive and operate all apparatus in compliance with departmental SOGs and applicable laws.
- Ensure all required fire and EMS reports are completed accurately and submitted in a timely manner.
- Conduct quality assurance (QA) and quality improvement (QI) reviews of all fire and EMS reports from the preceding shift.
- Maintain issued personal protective equipment in accordance with NFPD standard operating guidelines.
- Maintain custody, accountability, and security of all controlled substances in accordance with applicable regulations and department policy.
- Review and address personnel deficiencies and implement corrective or disciplinary actions when necessary.

### **Supervision Received**

Under the general supervision of the Fire Chief.

### **Supervision Exercised**

This position is responsible for the development and direct supervision of volunteer Lieutenants, Firefighters, EMS personnel, and probationary members. The role is also directly responsible for supporting and contributing to the overall success, effectiveness, and operational readiness of the Fire District.

### **Qualifications and Experience:**

#### **Minimum at Hire/Appointment**

- 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 with current red card)
- NIMS 100,200,700,800

**Qualifications required within one year**

- Colorado State Fire Instructor I

**Qualifications required within two years**

- Colorado State Fire Officer I
- Colorado State Live Burn Instructor (1403)

**Additional desired qualifications and experience:**

- Associate's degree in an applicable field
- 3 years of career company officer experience.
- Colorado State Fire Officer II
- Wildland Firefighter I (squad boss)
- 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.

**Demonstrated Ability to:**

This position requires a strong commitment to maintaining a safety-first mindset in all operations and activities. Employees are expected to demonstrate the highest levels of honesty, integrity, and empathy in all interactions and circumstances while supporting and advancing NFPD's mission, vision, and organizational values. Professionalism is essential, including the ability to separate personal opinions from workplace or interpersonal disagreements and to maintain a positive, respectful, and professional demeanor at all times.

The successful candidate must demonstrate a strong work ethic, commitment to assigned responsibilities, and the ability to effectively lead personnel in both emergency and non-emergency environments. The position also requires the ability to receive, interpret, and carry out directives from supervisory personnel in a professional manner, as well as appropriately delegate tasks based on subordinate certification levels, training, and capabilities.

Additionally, employees must be receptive to constructive feedback and apply it toward personal and professional growth. A continuous commitment to self-improvement, professional development, and lifelong learning is expected in order to maintain high standards of performance and leadership within the organization.

**Necessary Knowledge and Skills:**

The position requires excellent verbal and written communication skills, along with a thorough understanding of departmental rules, regulations, and standard operating procedures. Candidates must

possess expert knowledge of the principles, practices, and techniques of modern fire suppression and prevention, emergency service delivery, emergency communications systems, and hazardous materials operations. Extensive knowledge of the Incident Command System (ICS) is also required, as well as expertise in prehospital emergency medical service delivery and EMS education.

The successful candidate must be capable of leading and performing emergency service operations in a wide variety of environmental conditions. This includes the ability to safely operate all assigned communications equipment, firefighting apparatus, tools, and related equipment. The position also requires the ability to don and operate personal protective equipment, including self-contained breathing apparatus (SCBA), as necessary to safely perform assigned duties.

### **Physical Demands:**

- Must possess the ability to lift items in excess of one hundred (100) pounds occasionally and up to sixty (60) pounds frequently.
- Strenuous physical activity under extreme adverse conditions may be required periodically.
- This position may require standing, running, walking, sitting, kneeling, stooping/bending, lifting, squatting, pushing, pulling, crawling, jumping, sliding, climbing, gripping digging, reaching overhead, reaching away from body, and repetitive motion.

### **Work Environment:**

This position requires work in a variety of locations and conditions, including fire stations and office areas, in and around a wide variety of automotive, mechanical, chemical, and medical equipment or supplies, and emergency scenes of all types.

A significant portion of this position may involve administrative duties performed in an office setting or training environment; however, during emergency situations, the Acting Fire Chief is required to respond to all types of emergency incidents. The position requires the ability to work in all weather conditions, including extreme temperatures below 20 degrees Fahrenheit and above 100 degrees Fahrenheit.

Work is frequently performed under hazardous and adverse conditions, including weakened structures, slippery or uneven surfaces, proximity to moving mechanical equipment, burning structures, broken glass and debris, electrical hazards, elevated locations, and confined spaces. The position may also involve exposure to contaminated environments, including hazardous materials, smoke, gases, chemicals, fumes, odors, mist, and dust.

In addition, the work may involve exposure to airborne and bloodborne infectious diseases, including but not limited to Hepatitis A, B, and C, HIV, tuberculosis, and other communicable illnesses. Employees may also be exposed to high noise levels requiring the use of hearing protection.

This position requires frequent use of sensory and physical abilities, including speaking, hearing, seeing, smelling, touch identification, depth perception, and color vision. Candidates must possess the ability to

read, write, speak, and understand English at a level necessary to safely and effectively perform the duties of the position. The role also involves periods of significant physical, mental, and emotional stress associated with emergency response and leadership responsibilities.

**General Information:**

Must pass a background check including criminal history and driver license, drug test and physical examination.

The Nederland Fire Protection District (NFPD) is an Equal Opportunity Employer committed to fostering a workplace that values diversity, equity, inclusion, and mutual respect. NFPD prohibits discrimination, harassment, and retaliation in all aspects of employment on the basis of race, color, religion, sex, sexual orientation, gender identity or expression, national origin, ancestry, age, disability, genetic information, pregnancy, veteran status, marital status, or any other status protected by applicable federal, state, or local law. This policy applies to all employment practices, including recruitment, hiring, testing, selection, promotion, compensation, benefits, training, discipline, termination, layoffs, leaves of absence, and other terms and conditions of employment. The District is committed to providing equal employment opportunities and making employment decisions based on qualifications, merit, experience, and organizational needs in accordance with all applicable laws and regulations.