

REPORTS TO:	Director of Emergency Services
REVISED:	04/2025
	See current organizational chart for oversight/administrative support information

PRIMARY FUNCTION:

Responsible for ***Advancing Exceptional Care*** by prioritizing Safety and Quality in every aspect of patient care. This role is committed to fulfilling essential duties that enhance patient outcomes, operational efficiency, and overall healthcare standards, ensuring all actions align with the philosophy, goals, and objectives of **Clarinda Regional Health Center (CRHC)**. By maintaining the highest level of care, this position supports CRHC's dedication to fostering a safe, compassionate, and high-quality healthcare environment for our patients and community.

QUALIFICATIONS:

Education and/or Experience

- Paramedic
 - High School Diploma or equivalent – Required
 - Graduate of an accredited Paramedic program – Required
- Critical Care Paramedic (CCP)
 - All required items from Paramedic
 - Experience in critical care transport – Preferred

Certificates, Licensure, Registrations

- Paramedic
 - Current Iowa Paramedic License – Required
 - Valid Driver's License and insurable under CRHC policy – Required
 - Current Class D or higher driver's license - Required
 - CEVO or EVOC certification – Required within 6 months of hire
 - For job-specific certifications refer to the [Education Certification Requirements by Job Category](#): Paramedic
- Critical Care Paramedic (CCP)
 - All required items from Paramedic
 - Critical Care Paramedic Certification (CCP-C, FP-C, or equivalent) – Required
 - For job-specific certifications refer to the [Education Certification Requirements by Job Category](#): CCP

WORK SCHEDULE & SHIFT REQUIREMENTS:

The facility operates 24/7; however, work schedules may vary based on departmental needs to ensure the highest standard of patient care and operational efficiency. Flexibility will be expected.

- On-call availability as needed.

- Weekend and Holiday rotation as needed.
- Eligible for shift differentials where applicable.
- Position is classified as non-exempt and eligible for overtime in accordance with labor laws.

PHYSICAL REQUIREMENTS & WORKING CONDITIONS:

This position involves a combination of physical activities necessary to perform essential job functions effectively. The employee should be able to:

- **Sit, stand, and walk** for varying lengths of time throughout the workday.
- **Lift, push, pull, or carry** light to moderate loads, with assistance available for heavier items.
- **Use fine motor skills**, including grasping, reaching, and handling equipment or materials as needed.
- **Perform routine movements**, such as typing, writing, or handling supplies.
- **Bend, stoop, kneel, or crouch** occasionally for job-related tasks.
- **See and hear** well enough to read documents, operate equipment, and communicate effectively.
- **Work in a dynamic environment**, adapting to occasional changes in pace or setting.

Reasonable accommodations will be considered to support individuals in performing essential job functions.

ESSENTIAL JOB DUTIES & RESPONSIBILITIES

At CRHC, our core values—**Compassion, Advancing, Relationships, and Exceptional**—are at the heart of everything we do. These values drive our commitment to **Advancing Exceptional Care**, ensuring that we provide the highest quality care to our patients while supporting and empowering our team members. We believe in creating a compassionate environment where relationships are nurtured, collaboration is encouraged, and excellence is expected.

As a member of our team, you will embody these values in your daily work by:

- **Compassion:** Demonstrating empathy and kindness in every interaction, recognizing the unique needs of our patients and colleagues.
- **Advancing:** Embracing innovation, continuous learning, and striving for improvement in all aspects of patient care and team collaboration.
- **Relationships:** Building trust through open communication and teamwork, fostering a supportive atmosphere that prioritizes respect and understanding.
- **Exceptional:** Holding yourself to the highest standards, delivering superior care, and contributing to a culture of excellence that impacts both patients and colleagues.

Paramedic

- Performs all duties of EMT and AEMT, including:
 - Delivering Basic Life Support (BLS) interventions such as airway support, bleeding control, splinting, CPR, and oxygen therapy.

- Conducting rapid primary and thorough secondary assessments.
 - Administering medications and fluids through peripheral IV access.
 - Managing supraglottic airways and reassessing patient conditions.
 - Operating EMS communication equipment per CRHC policy.
 - Documenting care and providing handoff reports to receiving facilities.
 - Maintaining ambulance readiness, cleanliness, and inventory.
 - Assisting with patient movement and care within the emergency department, as appropriate.
- Provides ALS-level emergency care to critically ill and injured patients during 911 responses and interfacility transports.
- Initiates and manages:
 - Advanced airway techniques including endotracheal intubation
 - IV/IO access and fluid/medication administration
 - Cardiac monitoring and arrhythmia interpretation/management
 - Pain management and sedation protocols
 - Trauma interventions including spinal immobilization and hemorrhage control
- Performs timely, accurate assessments and delivering care in accordance with approved EMS protocols.
- Collaborates and communicates effectively with EMS partners, receiving staff, and medical control.
- Operates emergency vehicles safely and ensures all ambulance equipment is functional, clean, and stocked.
- Completes documentation, reports, and billing records in accordance with CRHC and regulatory standards.
- Assists in the emergency department with triage, documentation, and clinical care within scope of practice.

Critical Care Paramedic

- Performs all Paramedic duties in addition to the following advanced responsibilities.
- Provides ICU-level care during interfacility transports for patients requiring continuous advanced monitoring and intervention.
- Manages:
 - Mechanical ventilators and advanced respiratory support devices
 - Vasoactive medication infusions and continuous IV drips
 - Blood product administration and transfusion monitoring
- Performs advanced procedures including:
 - Rapid Sequence Intubation (RSI)
 - Percutaneous cricothyrotomy
 - Sedation and pain management under standing orders or direct medical control
- Collaborates with physicians, nursing, and care teams to ensure continuity of high-acuity care during patient transport.

- Demonstrates sound clinical judgment in dynamic and complex situations, identifying early signs of patient deterioration.
- Maintains national certification, critical care competencies, and participates in required ongoing training.

Shared Duties and Responsibilities

- Respond to 911 calls (BLS and ALS), facility transfers, stand-by assignments, and community events in a timely and professional manner.
- Provide safe, effective, and compassionate patient care in compliance with EMS protocols, scope of practice, and hospital policies.
- Communicate effectively with patients, families, healthcare team members, and providers regarding patient care and condition changes.
- Maintain accurate, timely documentation of patient assessments, interventions, and billing information.
- Maintain ambulance cleanliness, readiness, equipment functionality, and restocking procedures according to CRHC and regulatory standards.
- Safely lift, move, and transport patients using proper body mechanics and safety techniques.
- Advocate for patient-centered care in alignment with individual preferences and safety standards.
- Assist in hospital settings (e.g., emergency department triage or patient transport) as needed and within certification scope.
- Participate in continuing education, professional development, and CRHC's quality initiatives to uphold high standards of care.

Quality Program Participation

- Actively participates in CRHC's Quality Program, committees, performance improvement initiatives, and operational support activities.
- Demonstrates a commitment to Quality Improvement (QI) practices.
- Regularly attends Department huddles.
- Completes tasks as outlined on the Department Huddle Board.

Other Responsibilities

- Performs additional duties as assigned to support the strategic initiatives of CRHC.

ESSENTIAL FUNCTION FORM

In compliance with the Americans with Disabilities Act, we are requesting that you read the job description and answer the following question. If you would like assistance with this process, please ask Human Resources.

Can you perform the essential functions of the position with or without reasonable accommodations?

YES

NO

Name (please print): _____

Signature: _____ Date: _____