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Paramedic/Firefighter

JOB CODE	JOB FAMILY	PROFILE
JCV429	**Public Safety**	**Paramedic/Firefighter**
PAY TYPE	**PAY RANGE**	**REVISION DATE**
Hourly	**$21.15 - $30.13**	**August 13, 2026**

The Paramedic/Firefighter, under the direction of the assigned supervisor, performs fire suppression and emergency medical services in response to emergency calls.

Job Description

DUTIES AND RESPONSIBILITIES

- Controls and extinguishes fires and protects life and property. Performs fire suppression and emergency medical response activities.
- Responds to calls for medical services and administers emergency medical treatment at level of the earned licensure according to approved standard of care and assist in patient transport when needed.
- Participates in fire prevention activities to include inspection of buildings and development of pre-fire plans.
- Prepares and compiles necessary documentation in support of duties and responsibilities.
- Maintains apparatus, quarters, buildings, equipment, grounds and hydrants at assigned station.
- Participates in public education and public relations activities and participates in on-duty training.
- Drives vehicles other than engines and aerial apparatus during training and to the scenes of emergencies.
- Must comply with all Bernalillo County Policies, Bernalillo County Fire Department Policies & Procedures, Standard Operating Guidelines, Directives, Memos, and the Collective Bargaining Agreement.

- Performs other job-related duties as required or assigned.
- ***The above information is intended to outline the general nature and scope of the duties required for this position. It is not an exhaustive list and may vary depending on specific job assignments and responsibilities.***

MINIMUM QUALIFICATIONS

- High school diploma or GED.
- Must have and maintain a valid Emergency Medical Technician Paramedic certification and be duly licensed by the State of New Mexico while employed in this position. Individuals with only a National Registry License will need to obtain a valid New Mexico EMT License at your level and submit a copy of the license or verification that the license is process within 30 days of the close of application period.
- Employee must have and maintain a valid New Mexico driver's license by employment date and maintain a valid license throughout employment. Class E endorsement will be required to be obtained while in the academy and must be maintained while employed with the Fire Department.
- Ability to administer appropriate emergency medical services according to techniques and procedures approved by the State of New Mexico.
- Ability to work as a member of a team in stressful situations.
- Ability to learn and understand firefighting principles and apply those principles as instructed or on occasion, as appropriate without instruction.
- Ability to operate and provide minimal maintenance/servicing of fire and EMS equipment.
- Ability to effectively respond to the needs of those affected by a fire or other emergency.
- Ability to develop productive working relationships with officers/supervisors, career and volunteer firefighters of other agencies, emergency medical services personnel, law enforcement officers and the general public.
- Ability to communicate effectively in both oral and written English.
- Ability to work as a member of a team in stressful situations.

Any equivalent combination of related education and/or experience may be considered for the above requirements.

SCREENING AND COMPLIANCE

The offer of this Bernalillo County position requires compliance with the following:

- Employee must successfully complete the post-offer employment medical examination to include compliance with New Mexico's OSHA physical screening requirements for firefighters.
- Adherence to all County safety guidelines.
- Complete all FEMA training(s) assigned to this position.

- Possession of a valid New Mexico driver's license by the date of hire and maintenance of a valid license while employed in this position.
- Complete required supervisor training, if applicable.
- Applicant must disclose a past injury or medical condition that could prevent them from successfully carrying out the requirements of the job for which they are applying for.
- Applicants must successfully pass all of the components of the entrance testing process. Applicants who pass all of the components will be put on a list in order of performance. Selection will be based on performance.
- Applicant must successfully complete and pass a background investigation.

WORKING CONDITIONS

- Employees are required to work shifts as stipulated within the Collective Bargaining agreement and determined based on the needs of the Department as set forth by the Fire Chief.
- Employee performs work indoors and/or outdoors as the situation dictates. The employee performs maintenance, training, public education and public relations, and other duties as assigned while waiting to be called out on an emergency.
- Employee may be exposed to temperature extremes depending on weather conditions and fire hazard conditions.
- Employee is exposed to intermittent and/or sustained high noise levels such as sirens, engines and loud voices.
- Employee may be exposed to vibration of the body on an intermittent basis from vehicle rides and off-road travel.
- Employee may be exposed to the following hazards: driving hazards, rescue attempts and difficult terrain, possibility of hazardous material spills and hazards inherent in firefighting. Employee may be exposed to exhaust fumes, heat, smoke, water, dust, fire retardant chemicals, and toxic fumes.
- Employee works on uneven, natural ground surfaces, asphalt, cement, stairs, ladders, scaffolding.
- Employee may be exposed to pathogenic bodily fluids and air during rescue attempts and emergency situations.
- Employee may be exposed to high-pressure water, fire retardant during firefighting efforts.
- Employee generally works with a select team and may at times work without direct supervision.
- Employee may also work in large groups.
- The conditions listed are not all inclusive of the types of environments and exposures the employee may be subject to. Employees must be able to adapt and function in any type of conditions possible as it relates to fire department operations.

EQUIPMENT, TOOLS, AND MATERIALS

- Utilizes the following tools and equipment: telephone, radio, emergency vehicle, fire fighting vehicle, calculator, camera, copy machine, flashlight, first aid kit, fire extinguisher, fire hoses, axes, pike poles, circular saws, sledge hammers, pry bars, salvage covers, Slim Jims, ground ladders, jaws of life, spreader, air bags, blood pressure cuff, EKG monitor, defibrillator, oxygen regulator and valves, medical anti-shock trousers and foot pump, splints, back boards, extrication collars, forceps, portable suction devices, I.V's, syringes, bandages, ropes and stokes basket, ladders. Employee will be required to use any necessary equipment to perform firefighting activities, emergency medical responses, and other emergency responses based on their training and the tasks at hand.
- Employee will be required to use materials, equipment and products to maintain stations, grounds, fire apparatus, and any other areas of non-emergency responsibilities.
- Employees will be required to learn and utilize various technology and business machinery and other miscellaneous equipment in order to support the function, duties, and responsibilities of their job.
- Employee understands that the items listed above is not and all-inclusive list of the equipment, tools and materials that they may be subjected to utilize and that the department may instruct, or direct, them to utilize other equipment, tools and materials as they apply to the department, administrative duties, or the fire and rescue functions as needed or applicable.

NOTE

- You are not required to disclose information about physical or mental limitations that you believe will not interfere with your ability to do the job. On the other hand, if you want the employer to consider special arrangements to accommodate physical or mental impairment, you may identify that impairment in the space provided and suggest the kind of accommodation that you believe would be appropriate.

MENTAL FUNCTIONS

- Must be able to ask questions of supervisor and be able to listen to, and follow, verbal directions in English.
- Must be able to understand and follow written directions in English.
- Must be able to give verbal and written directions in English.
- Must be able to speak and write clearly in order to communicate essential data.
- Must be able to speak before a group of people using correct English.
- Must be able to communicate verbally with co-workers as well as the general public.
- Must be able to maintain concentration and attention to duties while performing work.
- Must be able to quickly and accurately assess emergency situations and act appropriately.
- Must be able to maintain composure, concentration and attention while under extremely stressful situations.
- Must be able to apply principles of logic, statistics, scientific or medical thinking to define the problems, collect data, establish facts and draw valid conclusions.
- Must be able to deal with several abstract and concrete variables concurrently.
- Must possess the ability and adaptability to perform a variety of duties, often changing from one task to another task of a different nature without loss of efficiency or composure.

- Must possess the ability to make generalizations, evaluations, or decisions based on sensory or judgmental criteria.
- Must possess the adaptability in dealing with people beyond giving and receiving instructions. Which includes the adaptability to influence people in their opinions, attitudes or judgments about ideas or situations.
- Must possess the ability to synthesize information gathered from safety manuals, first aid training, medical personnel, and a variety of other sources when performing the essential duties of Paramedic/Firefighter.
- Must possess the ability to learn and retain information regarding safety, emergency medical procedures, and laws and regulations regarding safety and health.
- Must be able to apply sound reasoning and judgment in the performance of all essential functions.
- Must be able to write detailed reports and accurately record statistical data obtained
- Must be able to accurately read all gauges on tools and equipment and make correct judgments in the operation of said equipment.
- Ability to work as a member of a team in stressful situations.

PHYSICAL FUNCTIONS

- Ability to climb, crawl, crouch, kneel, bend and rotate waist and remain in a prone position during emergency situations.
- Ability to wear 70 pounds of equipment including a 33-pound air pack for extended periods during rescue or firefighting duties.
- Ability to carry and/or move 250-pound fire hoses, utilizing a two-person team.
- Ability to work with arms bent up to eight hours and arms extended up to one-third of workday. May be required to work with arms extended for a longer period of time during an emergency situation.
- Ability to push and pull with arms with a force up to 50+ pounds during an emergency situation. In addition, must be able to twist and rotate arms and waist during emergency rescue situations.
- Ability to lift and pull such items as first aid kits, fire extinguishers, medical equipment to and from a vehicle.
- Must have the ability to lift and carry heavy items, objects or people in an emergency situation.
- Must be able to use legs in operating a vehicle.
- May be expected to balance, twist/rotate or push/pull with legs during an emergency situation.
- Must be able to use legs and feet to drive, walk, climb, and descend stairs.
- Ability to grasp and manipulate objects with hands during entire shift and perform fine finger dexterity movements up to one-third of the workday. Such handwork requires accurate eye-hand coordination and at times may require bilateral coordination.
- Must be able to stand/walk for an entire shift as needed.

Additional Description

This job profile is classified as safety-sensitive. Employees with safety-sensitive job profiles are subject to pre-employment, reasonable suspicion, post-accident, return-to-duty, and random drug & alcohol testing in accordance with the organization’s Drug and Alcohol Testing Policy.

Duties that require a Commercial Driver’s License (CDL), firearm(s) use, or are otherwise regulated under the Federal Aviation Administration (FAA), Federal Motor Carrier Safety Administration (FMCSA), or the Omnibus Transportation Employee Testing Act, are subject to all applicable federal drug and alcohol testing requirements. Employees in these federally regulated positions must comply with all DOT testing procedures, including enrollment in a DOT-compliant random testing pool.