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Cadet Fire/Paramedic

JOB CODE	JOB FAMILY	PROFILE
JCV233	**Public Safety**	**Cadet Fire/Paramedic**
PAY TYPE	**PAY RANGE**	**REVISION DATE**
Hourly	**$17.41 - $22.40**	**April 10, 2026**

The Cadet Fire/Paramedic is the beginning level of firefighting and emergency medical services (EMS) work for the purpose of training to become a Firefighter, involving initial academic and on-the-job, in-service training and development prior to receiving State certification and promotion to Firefighter upon graduation from the Fire Academy and EMT school.

Job Description

DUTIES AND RESPONSIBILITIES

- Attends Fire Academy and Emergency Medical Service (EMT) classes and other formal training programs established to qualify the incumbent for State certification as a Firefighter/EMT.
- Trains and participates in the operation of two-way radios, and other communications equipment used in receiving and transmitting messages.
- Participates in fire drills and attends training classes in firefighting and EMS; participates in pre-fire surveys of industrial and other business buildings, hospitals, nursing homes, schools and multi-family dwellings.
- Learns how to perform general maintenance, cleaning, and upkeep of department apparatus, equipment, furnishings and structures.
- Assists and participates in the response to fire alarms or other emergencies as assigned.
- Will learn how to don personal protective equipment, work in enclosed areas, lay and connect hoses, hold nozzles which direct water streams, raise and climb ladders, use fire extinguishers, prying tools, ropes, and other fire and medical equipment.

- Performs other job-related work as 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

- Must have either a High School diploma or GED.
- Must be 18 years of age or older.
- Must possess a valid New Mexico State Driver's License.

*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:

- Successful completion of a post-offer employment medical examination and background investigation.
- Applicant must possess a valid New Mexico driver's license by employment date. A NM driver's license class E will be required within 45 days of hire and employee must maintain a valid NM driver's license, class E, while employed in this position.
- Must have and maintain valid certification as a New Mexico Emergency Medical Technician Basic, Intermediate, or Paramedic by the end of probation.
- Adherence to all County safety guidelines.
- Complete all FEMA training(s) assigned to this position.
- Complete required supervisor training, if applicable.
- Applicant must pass the written general aptitude test aimed at firefighting and be licensed as an EMT.
- Applicant must pass the physical agility test.
- Applicant must pass an oral interview board.
- Applicant must successfully complete the post-offer employment medical examination to include compliance with the State of New Mexico's OSHA physical, and background investigation.
- 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.

WORKING CONDITIONS

- Employee works outdoors during emergency situations and/or firefighting activities, except when in emergency vehicles or inside emergency locations.

- Employee may be exposed to temperature extremes depending on weather conditions and fire hazard conditions.
- Employee is exposed to intermittent 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, 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 works with a select team without direct supervision, and at times may work with a large group of people.

EQUIPMENT, TOOLS, AND MATERIALS

- Employee handles paperwork, bandages, IV solutions, medications, oxygen, and other medical supplies needed for emergency situations.
- Employee utilizes protective clothing and devices (bio-medical and fire) as needed, flares, reflective vests, hearing and eye protection.
- 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.

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.