



Job Description

COMMUNITY PARAMEDIC

(UPDATED JULY 2026)



GENERAL STATEMENT:

The Community Paramedic is a specialized, highly skilled clinician responsible for providing non-emergency, mobile integrated healthcare (MIH), care coordination, and public health services within the Polk County Community Paramedicine Consortium footprint. Operating under a multi-agency framework, the CP collaborates with traditional EMS, tribal health resources, hospital systems, and social service providers to bridge gaps in local healthcare delivery.

The primary objectives of this position are to reduce preventable 911 utilization and emergency department readmissions, manage chronic diseases proactively in the home environment, navigate patients to appropriate primary and behavioral health resources, and address social determinants of health.

SUPERVISION RECEIVED:

This position reports directly to the designated Consortium Program Manager and/or Division Chief of EMS at Polk County Fire District No.1.

SUPERVISION EXERCISED:

This is a non-supervisory position. However, the Community Paramedic may provide functional guidance, mentorship, or field training to traditional EMS personnel, students, or community health workers participating in the consortium.

ESSENTIAL DUTIES:

- Conducts comprehensive, in-home physical assessments, biometric monitoring, and environmental safety evaluations. Collaborates with patients, primary care providers, program manager, and the appropriate Medical Director to implement customized, evidence-based care plans.
- Provides targeted intervention and education for high-risk conditions, including but not limited to Congestive Heart Failure, Chronic Obstructive Pulmonary Disease, Diabetes, and Hypertension.
- Performs detailed post-discharge medication reconciliation, identifying potential drug interactions, adherence barriers, or duplications, and routes discrepancies to prescribing clinicians.
- Coordinates directly with the Confederated Tribes of Grand Ronde Fire & EMS, Dallas Fire & EMS, and Southwest Polk County RFPD to ensure culturally competent, seamless care delivery for tribal members and rural residents.

- Partners dynamically with the Polk County Family Community Outreach Center to connect patients with behavioral health, substance use navigation, housing assistance, food security programs, and non-emergency medical transportation.
- Identifies and intervenes in cases involving vulnerable adults, elder neglect, or behavioral health crises, coordinating with adult protective services and mobile crisis teams when necessary.
- Maintains meticulous, timely documentation within both the EMS Electronic Health Record and shared multi-agency care coordination platforms, tracking key performance indicators for consortium reporting.

KNOWLEDGE, SKILLS, AND ABILITIES:

Knowledge of:

1. Advanced principles and practices of emergency medical services, community paramedicine, and mobile integrated healthcare.
2. Social determinants of health and their specific impacts on rural and underserved populations within Polk County.
3. Public health frameworks, immunization practices, and harm reduction strategies.

Skills in:

4. Advanced clinical decision-making and independent triage in non-traditional environments.
5. Motivational Interviewing and patient-centered communication techniques to drive behavioral change.
6. De-escalation and crisis intervention techniques for patients experiencing acute mental health or substance use crises.
7. Proficiency with mobile medical technology, telehealth platforms, and complex electronic documentation systems.

Ability to:

8. Establish trust and maintain effective, collaborative relationships across diverse agencies (fire service, tribal government, social work, public health).
9. Work independently with minimal direct supervision while maintaining strict adherence to clinical protocols and ethical boundaries.
10. Demonstrate cultural competency and respect for patients with a variety of backgrounds and experiences.
11. Adapt smoothly to evolving multi-agency workflows and administrative structures.

MINIMUM QUALIFICATIONS:

1. At least 18 years of age.
2. High school diploma or GED.
3. Current state Paramedic provider licensure.
4. Minimum of three years of EMS clinical experience.
5. Strong attention to detail and time-management abilities.

6. Effective communication and interpersonal skills.
7. Valid Oregon driver's license, insurable by the District's provider, and at least three years of prior licensing history.
8. Successful completion of a background check.

DESIRABLE QUALIFICATIONS:

1. Certified Community Paramedic designation from the International Board of Specialty Certification.
2. Formal coursework or degree in Public Health, Social Work, Nursing, or Community Health.
3. Bilingual proficiency (English/Spanish).
4. Prior experience working within a multi-agency consortium or an integrated healthcare delivery network.

PHYSICAL DEMANDS:

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this position. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

This position requires moderate to high physical activity to support community paramedicine activities. Duties may involve lifting and positioning equipment or patients weighing up to 50 pounds, standing for extended periods, and performing bending, kneeling, or other movements needed to navigate uneven terrain, stairs, and confined spaces in residential settings. Fine motor skills are required for performing assessments and providing treatment.

WORK ENVIRONMENT:

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Work occurs primarily in the field requiring extensive travel throughout Polk County in a designated utility/response vehicle. Interventions occur primarily within private residences, temporary housing, encampments, and clinical or office environments. There is potential exposure to infectious diseases, bloodborne pathogens, unpredictable domestic environments (e.g., household clutter, unrestrained animals), and varying weather conditions while driving or accessing patient homes.

GENERAL:

The duties listed above are intended only as illustrations of the various types of work that may be performed. The omission of specific statements of duties does not exclude them from the position if the work is similar, related or a logical assignment to the position.

The job description does not constitute an employment agreement between the employer and employee and is subject to change by the employer as the needs of the employer and requirements of the job change.

REVIEWED AND APPROVED

Employee's signature

Date

Chief's signature

Date