



Job Documentation

JOB TITLE: Paramedic

JOB CODE:

DEPARTMENT: Nursing

STATUS: Non-exempt

SUPERVISES:

ADDENDUMS: NA

REPORTS TO: CNO

EFFECTIVE DATE:

REVISED ON:

PRIMARY FUNCTIONS

The Paramedic provides advanced life support and patient care services in a Critical Access Hospital setting, functioning at the top of their licensure and training. This role supports emergency department, inpatient, outpatient, and ancillary clinical operations as needed. The Paramedic works collaboratively with physicians, advanced practice providers, nurses, and other healthcare professionals to deliver high-quality, timely, and patient-centered care in accordance with Nebraska scope of practice, hospital policies, and medical direction.

Complies with department and organization-wide policies, Critical Access Hospital requirements, Safety and Infection Control, all and Federal and State of Nebraska regulation related to the performance of CCCH operations and requirements of the Compliance Program. Participates in professional growth and development.

QUALIFICATIONS

Education and/or Experience

- Current Nebraska Paramedic license in good standing
- National Registry Paramedic (NRP) certification (or eligibility)
- Current BLS, ACLS, and PALS certifications
- Ability to work independently and collaboratively in a rural healthcare
- Three years healthcare experience required
- One-year supervisory experience preferred
- Previous experience in a Critical Access Hospital or rural EMS setting
- Trauma education (ITLS, PHTLS, or equivalent)
- Strong assessment, critical thinking, and multitasking skills
- Cerner experience preferred

GENERAL REQUIREMENTS

- Maintains required licensure, certifications, and competencies.
- Participates in quality improvement activities, training, drills, and continuing education.
- Adheres to safety, infection control, HIPAA, and risk management standards.



- Demonstrates commitment to the organizational mission, vision, and core values
- Maintains patient confidentiality at all times
- Evidence of good grooming, professional manner and conduct
- Ability to exercise professional judgment, courtesy, and professionalism in daily interactions with others
- Communicates effectively both orally and written to all disciplines
- Possesses ability to make independent decisions and changes
- Demonstrates teaching skills, understanding and language skills
- Exhibits excellent telephone and computer skills/knowledge
- Proper use of the EMR
- Serve as a role model to colleagues, students and other care providers
- Actively participate in continued learning opportunities and continued self-development pertinent to the duties of the job
- Able to operate all equipment correctly and safely
- Participate in QA programs, as needed
- Practices Standard Precautions
- Ability to sit, stand, bends and lift as job requires with the possibility of prolonged standing
- Able to adjust to frequent interruptions
- Risk of exposure to infectious waste and diseases
- Attends and participates in department designated meetings
- Able to perform other related duties as assigned

SIGNIFICANT DUTIES

- Performs comprehensive patient assessments, including history-taking, physical assessment, and ongoing reassessment.
- Initiates and manages advanced life support (ALS) interventions consistent with Nebraska Paramedic scope of practice, hospital protocols, and medical direction.
- Administers medications, IV fluids, blood products (as approved), and oxygen therapies per protocol and provider orders.
- Performs advanced airway management, cardiac monitoring, defibrillation, pacing, and other ALS procedures within scope.
- Assists with and performs procedures such as splinting, wound care, suturing assistance, and trauma care.
- Recognizes and responds appropriately to changes in patient condition, initiating interventions and notifying providers promptly.
- Functions as a member of the Emergency Department care team, supporting patient flow, triage, and stabilization.
- Assists physicians and advanced practice providers with procedures and examinations.
- Supports inpatient care, outpatient services, and specialty clinics as assigned and trained.
- Participates in emergency response throughout the hospital, including code blue, rapid response, trauma, and disaster situations.



- May assist with patient transport, admissions, transfers, and discharges.
- Accurately documents assessments, interventions, medications, and patient responses in the electronic medical record.
- Communicates clearly and effectively with patients, families, providers, nurses, and other team members.
- Provides patient and family education as appropriate.
- Practices in accordance with Nebraska Department of Health and Human Services regulations, EMS protocols, hospital policies, and medical staff bylaws.

Utilizes proper body mechanics, transfer/lifting techniques and appropriate equipment to minimize fall risk to patient and injury to self. This job description is not intended to be all-inclusive. Duties, responsibilities, and activities may change based on hospital needs, regulatory requirements, and evolving models of rural healthcare delivery.

Physical Demands Checklist

PHYSICAL DEMAND REQUIREMENTS						
PHYSICAL ACTIVITY	FREQUENCY					ADDITIONAL INFORMATION
	Never	Rarely (0-25% of day)	Occasionally (26-50% of day)	Frequently (51-75% of day)	Continuously (76-100% of day)	
Lift: light weight (0-20 lbs.)				X		
Lift: moderate weight (20-35 lbs.)				X		
Lift: heavy weight (35-50 lbs.)				X		
Walk				X		
Bend				X		
Stand				X		
Sit				X		
Drive		X				
Climb		X				
Squat/crouch				X		
Kneel			X			
Push				X		
Pull				X		
Write					X	
Reach					X	
Grip					X	
Crawl		X				



Job Description

Vision/read					X	
Talk/verbal skills					X	
Hear					X	
Feel/tactile					X	
Concentrate in distracting environment					X	

SIGNATURES

This job description has been approved by all levels of management.

Manager

Date

HR

Date

Employee signature below constitutes employee's understanding of the requirements, essential functions and duties of the position.

Employee

Date