

Hardin County ESD#2 / Lumberton Fire & EMS

Job Description

Position Title: Firefighter / Paramedic
Employment Status: Full-Time
FLSA Status: Non-Exempt
Final Filing Date: TBD

Position Summary

Performs firefighting, rescue, and emergency medical services (ALS) operations; supports training, apparatus readiness, and community risk reduction to meet the mission of Hardin County ESD#2 / Lumberton Fire & EMS.

Essential Duties and Responsibilities

- Provides ALS patient assessment, treatment, and transport per Texas DSHS rules, local protocols, and department guidelines.
- Ensures ambulances and medical equipment are inventoried, operational, and ready for service each shift.
- Responds to fire, EMS, rescue, hazmat, and other all-hazards incidents as assigned.
- Participates in training, drills, and continuing education to maintain readiness.
- Conducts shift checks of apparatus/equipment and reports deficiencies through the chain of command.
- Assists with station, facility, apparatus, and equipment care/maintenance within assigned scope.
- Participates in pre-incident planning (pre-fire plans) and community risk reduction activities.
- Maintains assigned PPE and SCBA in serviceable condition.
- Operates department vehicles/apparatus when trained/authorized.
- Ability to maintain required certifications and continuing education as a condition of employment.
- Works effectively as a team member in a combination department (full-time/part-time/volunteer), maintaining professionalism, clear communication, and mutual support on incidents and at the station.

Minimum Qualifications

- Texas DSHS Paramedic certification
- TCFP Basic Structural Firefighter certification
- High school diploma or GED equivalent
- Valid Texas driver's license; obtain/maintain Texas Class B Exempt within 90 days of hire

Preferred Qualifications

- Associate's degree from an accredited college or university
- EMS Instructor certification
- TCFP Fire Instructor certification

Additional Information

- Physical demands include working in extreme heat/cold environments/hazardous environments and wearing PPE (bunker gear) and respiratory protection for extended periods.
- Working conditions are primarily in a fire station environment but routinely include exposure to physically and mentally stressful situations as well as extreme temperatures, contaminated atmospheres, adverse weather conditions, confined areas, and similar conditions related to the primary responsibilities of this position.
- Must be able to lift/carry/move equipment and patients; frequent bending, kneeling, climbing, and working in confined spaces.

- Performs strenuous work for extended periods and lifts, carries, drags, raises, or moves patients, hose, ladders, tools, and equipment, with or without team assistance and mechanical devices.
- Must maintain the vision, hearing, speech, coordination, mobility, and situational awareness necessary for safe emergency operations and vehicle response.
- Works days, nights, weekends, holidays, extended shifts, and mandatory overtime or recall when operationally required
- Must complete all credentialing within 90 days of employment.
- Pre-employment: drug screening, fit-for-duty physical, and background investigation as required.

This job description serves as a general overview of the responsibilities and requirements for the Firefighter/Paramedic position and is not intended to be all-inclusive. Additional duties may be assigned as necessary to support District goals and objectives.