


POSITION DESCRIPTION			
Emergency Medical Technician (Full Time)			
Salary Range: \$20 - \$24 per hour	FLSA Status: Non-Exempt		Last Revised: 1/2026

COMPANY OVERVIEW:

iCare Ambulance, LLC, based at Centennial Airport since May 1, 2012, specializes in ground support for Air Ambulance, Critical Care, and Organ Transplant Teams. As a national leader in Air Ambulance Intercept services, we partner with over 70 Air Medical programs globally. Our mission focuses on providing safe and reliable transport for critically ill and injured patients.

iCare Ambulance core values:

- **Integrity:** We will be true to our ethical and moral convictions, even when no one is watching.
- **Compassion:** We will care for our patients, partners, and each other with kindness and empathy.
- **Accountability:** We will accept responsibility for our actions and disclose the results in a transparent manner.
- **Respect:** We will acknowledge the innate value of all beings and things and treat them with due regard.
- **Excellence:** We will continually work to improve our culture and performance.

POSITION OVERVIEW:

The Emergency Medical Technician (EMT) is responsible for the direct provision of ground ambulance support services to air ambulance crews and patients. The EMT performs a variety of functions in both emergent and non-emergent situations including, but not limited to:

- Operating emergency vehicles and equipment.
- Performing procedures and administering medications within the scope of EMT Basic.
- Moving Patients to and from fixed wing and rotor wing aircraft.
- Assisting with transport of organ donors and surgical teams.

REPORTS TO:

Assigned Lieutenant or Captain

DESIRED ATTRIBUTES:

Be Safe:

The EMT has a duty to assure his/her personal safety and the safety of their co-workers, patients, and the general public. The EMT shall utilize safety equipment that is provided for them, including seatbelts and body substance isolation products. The EMT shall also operate company vehicles with due regard for the safety of those onboard the vehicle and the public.

Provide skilled medical care:


The EMT shall provide medical care and treatment within the scope of the Denver Metro Pre-Hospital Protocols.

Assure that equipment is constantly in a state of readiness:

The EMT shall assure that his/her assigned vehicle and the equipment within it are in a state of readiness. This includes assuring that all vehicle operating systems are working properly and assuring appropriate stock of disposable equipment, including oxygen.

Documentation:

The EMT shall complete and submit required documentation such as Patient Care Reports (PCR), Occurrence Reports, Daily Vehicle Checks, and Vehicle Problem Reports in a timely fashion. The EMT shall assure that the information in such documentation is accurate and complete.

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Act Professionally:

The EMT has a duty to always act professionally, both on and off duty. Often, the public will judge all first responders by the actions of one individual; therefore, it is the duty of all team members of iCare Ambulance LLC to represent our profession and our company in a positive manner.

QUALIFICATION REQUIREMENTS:

Working knowledge of the functions, policies, rules, methods, and regulations of EMS operations. To perform this position successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Minimum qualifications for this position are:

- Must be at least 18 years of age
- Current Driver's License (Must obtain Colorado Driver's License within 90 days)
- Current AHA BLS for Healthcare Provider certification
- State of Colorado EMT-B
- At least two years of driving experience

Language Skills:

Ability to speak, read, and write fluent English and communicate effectively. Ability to respond to common inquiries or complaints from customers, regulatory agencies, or members of the business community.

Reasoning Ability:

Ability to define problems, collect data, establish facts, and draw valid conclusions. Ability to assess situations, exercise sound judgment, and take appropriate action, remaining cognizant of the company's confidentiality requirement.

Physical Demands:


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

Strength & Endurance:

- Must be able to lift and carry patients and equipment weighing up to **125 lbs. unassisted** and **250 lbs. with assistance**.
- Ability to repeatedly lift, push, and pull heavy objects, including stretchers, backboards, and medical bags.
- Ability to perform strenuous physical tasks for prolonged periods.

Mobility & Agility:

- Ability to stand, walk, and kneel for extended periods.
- Ability to bend, twist, stoop, and squat frequently.
- Ability to **climb in and out of aircraft** while carrying equipment or assisting a patient.
- Ability to enter and exit ambulances quickly and safely under various conditions.
- Ability to navigate **uneven terrain** (e.g., landing zones, remote locations, or airport tarmacs).

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Dexterity & Coordination:

- Must have precise hand-eye coordination for **securing patients, operating medical devices, and handling flight safety equipment** in potentially unstable conditions.
- Must be able to operate medical equipment, including stretchers, splints, defibrillators, and radios.
- Must be able to write and type patient care reports accurately.

Sensory Requirements (DOT Physical Standards Included):

- **Vision:** Must have at least **20/40 vision in each eye with or without correction** and a **field of vision of at least 70 degrees in each eye**. Ability to distinguish colors accurately (e.g., reading vital sign monitors, medication labels).
- **Hearing:** Must be able to hear a forced whisper at **at least 5 feet** (with or without hearing aids). Sufficient hearing to respond to alarms, radio communications, and patient needs.
- **Blood Pressure:** Should be **below 140/90 mmHg**, with or without medication.
- **Diabetes:** Must not have uncontrolled diabetes; insulin use may require an exemption.
- **Neurological Function:** No history of seizure disorders (unless seizure-free for a specific period under DOT regulations). Must have normal motor function and coordination.

Environmental & Situational Tolerance:

- Ability to work in **all weather conditions**, including extreme heat, cold, rain, snow, and high wind conditions.
- Must be able to tolerate **high noise levels** from aircraft engines and rotor blades.
- Ability to function effectively in **high-stress, fast-paced environments** with potential exposure to traumatic situations.
- Ability to function effectively in **high-stress, high-risk situations** while working around **rotating aircraft components** (e.g., rotor wash, jet blast).
- Ability to work in **confined spaces** such as ambulances, elevators, or stairwells.
- Ability to tolerate exposure to **bloodborne pathogens, chemicals, strong odors, and infectious diseases** with proper PPE.
- Ability to work **long shifts**, including nights, weekends, and holidays.

Mental & Cognitive Demands:


- Ability to remain calm and make quick, sound decisions under pressure.
- Ability to **stay hyper-aware** of surroundings in dynamic environments, including aircraft safety zones and active airfields.
- Must be able to follow strict **aircraft safety protocols** and coordinate with flight crews.
- Strong problem-solving and situational awareness skills.
- Ability to follow protocols while adapting to unique patient care situations.

WORKING CONDITIONS:

The EMT operates in a variety of settings including, but not limited to, office building, hospitals, skilled nursing facilities, ambulances, outdoors, and near fixed wing and rotor wing aircraft.

CONTINUING EDUCATION:

All members of the organization must continually strive to improve themselves personally and professionally. In addition to the required continuing education for certification, members are required to attend periodic company trainings. Additional training opportunities are offered, but not mandatory.

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ORIENTATION:

New team members participate in our Field Training Program which occurs during the first three weeks of employment. During the Field Training Program, new members are responsible for completing a task book that contains functional tasks that must be mastered. New members complete this task book under the instruction and mentorship of a Field Training Officer. By the end of the Field Training Program, the new member must demonstrate competence in all tasks within the book. Members who are not able to show proficiency in the tasks are given an additional three days to show mastery; failure to do so may result in dismissal.

During the orientation period within the first 90 days of employment, the EMT must complete the following:

- Have no disciplinary action.
- Complete the Field Training Task Book.
- Pass end of orientation test.

Upon successful completion of the orientation period, the employee will be granted status as an employee in good standing.

COMPENSATION:

Starting pay of \$20 per hour with annual increases to a maximum of \$24 per hour.

BENEFITS:

- Health Insurance (\$300 company contribution) *
- Vision & Dental Insurance (Paid by company) *
- \$100,000 Life Insurance (Paid by company) *
- Short & Long Term Disability Insurance
- 401K with 5% company match
- Paid Time Off
- AFLAC Supplemental Insurance
- Employee Assistance Program

**Contributions made by the company are for the employee only. Dependents may be added at the employee's cost.*

iCare Ambulance, LLC is an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, disability, age, sexual orientation, gender identity, national origin, veteran status, or genetic information. iCare Ambulance, LLC is committed to providing access, equal opportunity and reasonable accommodation for individuals with disabilities in employment, its services, programs, and activities.

Employee Signature

Date Signed