

**FRANKLIN COUNTY BOARD OF COUNTY COMMISSIONERS
JOB ANNOUNCEMENT**

POSITION TITLE: EMS Captain

CLOSING DATE: March 18, by 4:30 p.m.

Annual Salary: Pay Grade (8), Annualized salary \$83,665.92/Year with built-in overtime, full-time

BENEFITS: FRS retirement, Health, Life and Dental Insurance

MINIMUM QUALIFICATIONS: Education and Experience:

Associate's degree in EMS, Fire Science, or related field preferred; five (5) years of progressive EMS experience required, two (2) years in a supervisory or leadership role preferred; or any combination of training and experience which provides the required knowledge, skills, and abilities to perform the job.

SPECIAL QUALIFICATIONS:

Current State of Florida Paramedic certification; current BLS, ACLS, and PALS certifications; valid Florida driver's license with acceptable driving record; EVOC required.

Knowledge, Skills and Abilities: Strong leadership and supervisory skills with the ability to motivate and discipline personnel. Thorough knowledge of EMS systems, operations, and incident command structure. Ability to manage conflict, build trust, and foster team cohesion. Effective administrative, documentation, and communication skills.

POSITION DUTIES: The EMS Captain is a shift commander responsible for supervising daily EMS operations, ensuring compliance with protocols, and maintaining staff readiness. The captain serves as a front-line leader, combining administrative oversight with field response responsibilities. The captain will foster teamwork, mentor staff, and ensure safe, effective, and professional patient care delivery. The EMS Captain supervises EMTs and Paramedics on assigned shifts, ensures policy compliance, responds to emergency incidents to provide field leadership and oversight, coordinates shift scheduling, staff assignments, and relief coverage. ensures vehicles, stations, and equipment are operational and inspected, conducts employee evaluations, coaching, and progressive discipline when needed, prepares operational reports and submits to the EMS Director, assists with training programs, safety initiatives, and continuing education, acts as Incident Commander or liaison during large-scale emergencies, promotes a culture of professionalism, accountability, and service excellence and performs other related duties as assigned.

Applications are available online, www.franklincountyflorida.com, and are due no later than **4:30 p.m., Friday, March 18, 2026**. Deliver by hand or by mail to: Franklin County Administration, Attn: Kimberly Raffield, Grants Coordinator Assistant, 248 Highway 98, Eastpoint, FL 32328 or by email to kimberlyr@franklincountyflorida.gov. Questions: please contact Michael Moron, County Coordinator, at (850) 653-5077 or by email michael@franklincountyflorida.gov.

Franklin County is an Equal Opportunity Employer and Drug-Free Workplace.