



Position Posting for Emergency Medical Services Director

Cleveland County seeks an outstanding manager and leader for our next **Emergency Medical Services Director** to lead staff and meet the next challenges for this important community resource. The department enjoys a good reputation with the patient population it serves with staff rated very high for customer service. The position is open due to retirement.

The Community: Cleveland County (County Seat, Shelby) is found in the rolling piedmont of the southwestern portion of North Carolina in the foothills of the Blue Ridge Mountains, 50 miles southwest of Charlotte. With a population of over 97,000 across 15 incorporated municipalities and unincorporated areas, Cleveland County offers family friendly communities while also hosting a robust business economy. Cleveland County is home to numerous ISO 9000 certified companies, and over 40 percent of the work force is involved in advanced manufacturing.

Location is one of Cleveland County's biggest advantages. Our county is the gateway between Asheville and Charlotte and is centered between two of the largest metropolitan areas of the Carolinas-- Charlotte and Greenville/Spartanburg with easy access to major airports and interstate highways to get to your desired destination.

Position Responsibilities: With nine responding stations and twelve specialized teams providing EMS services in 468 square miles, the Emergency Medical Services Director is responsible for 72 full time employees and 63 part-time staff including 7 supervisory positions and 61 front line paramedics. The Division has an annual budget of \$6.3M and responded to 21,046 calls in 2017. The next Director will be only the third Director in the department's history and enters when the profession nationally is facing a multigenerational workforce, challenging turnover statistics, unprecedented call volumes and tight resources. This is an opportunity for a technology savvy and innovative leader who is passionate about professional development, succession planning, bridging generations, and is an outstanding advocate for the department in the community, the state and the region.

Qualifications: A bachelor's degree with coursework in emergency medical science, or a related field and 10 or more years of experience as a paramedic responding to out-of-hospital emergency calls with five years of supervisory experience *is required*. A relevant Master's degree is preferred. Must possess and maintain North Carolina or National Registry Paramedic Certification, International Trauma Life Support Certification, Advanced Cardiac Life Support Certification, Basic Cardiac Life Support Certification, and be certified by North Carolina Board of Medical board of examiners as a Paramedic or acquire within a negotiated timeframe.

The successful candidate:

- an experienced strategic thinker who can facilitate the development and implementation of a clear vision for the department;
- an empowering leader equally dedicated to building a cohesive team as well as the development of individual employees in key skill and leadership areas;
- is tech savvy with a thorough understanding, working knowledge and appreciation for cutting edge technology in the provision of medical services;
- has a track record of successful and effective levels of retention and recruitment in prior positions;
- expects and personally delivers a high level of accountability for excellence;
- is an energetic professional who will ensure that the department continues to provide and further enhances outstanding customer service;
- is experienced in organizational evaluation including assessment of current equipment and planning for future needs;
- understands and meets the challenges of ensuring rapid response in a large and rural geographical area;
- a skilled financial manager who can explore revenue options such as grants, creatively manage limited resources, and advocate for the Emergency Medical Services Department within the County budgeting system;
- a team-oriented manager who can build successful and effective working relationships with other staff and senior managers to problem solve collaboratively;
- an innovative and creative problem solver with a track record of navigating challenges proactively; and,
- a skilled collaborator who understands the needs of non-profit providers and volunteers, and can easily build partnerships.

The hiring range is \$71,316- \$92,718 base salary and compensation is negotiable based on experience and qualifications. Residency within the county is required within a negotiated timeframe.

To apply, please go to <https://www.developmentalassociates.com/client-openings/> and click on “View Client Positions” button and then the **Emergency Services Director – Cleveland County** link. All applications must be submitted online. *All inquiries* should be emailed to hiring@developmentalassociates.com. **Resume review begins September 23, 2018. On-site skill evaluation for the semi-finalists will be held October 25-26, 2018 in Cleveland County.** Cleveland County is an Equal Opportunity Employer.

The Recruitment and Selection Process is being Managed by [Developmental Associates, LLC](#).