

Snohomish County Fire District #5 is seeking a Community Resource EMT!

COMPENSATION AND BENEFITS:

* **Annual Wage** - $82,500 Annually ($39.66/hr.)
This is term-limited, grant funded position

* **Shift Schedule** - 4/10's, Hours TBD based on community need

* **Medical Insurance** - WA Fire Commissioners PPO-100 plan Medical, Dental, Vision. SCFD5 pays 100% of employee premium and 90% of dependent premiums

* **Other Benefits** - Washington State LEOFF Retirement System, Life Insurance Policy

IDEAL CANDIDATES



The ideal candidate thrives in a rural environment and works well within a close-knit public safety organization while maintaining a community-first mindset. This position requires emotional intelligence, strong communication skills, professionalism, and the ability to build trust with individuals and families experiencing behavioral health crisis, substance use challenges, suicidal ideation, or complex social needs. This position is funded through a BHCore Innovation Grant.

This role requires a highly self-directed professional who is comfortable managing their own daily workflow, prioritizing follow-up tasks, and building community relationships with minimal day-to-day supervision, while remaining connected to District leadership and response crews. The ideal candidate is organized, adaptable, and able to exercise sound judgment while navigating sensitive situations in the field.

The CREMT must be comfortable working collaboratively with fire/EMS personnel and community partners, completing accurate documentation, and supporting alternative care pathways through resource navigation and proactive follow-up. This position is **not** a firefighting role and will not operate in IDLH environments.



EDUCATION AND EXPERIENCE

Minimum Qualifications: Entry Level:

- High School Diploma or Equivalent
- Proficiency in English Language (Read, Write)
- WA State Drivers License
- Valid CURRENT NREMT EMT-Basic
- Ability to pass comprehensive background check
- Ability to obtain and maintain EVIP (Emergency Vehicle Incident Prevention) certification

Preferred Additional Considerations:

- ICS 100, 200, 700, 800
- Community Health Worker Certification
- Previous experience working with behavioral health crisis, suicidal ideation, substance use concerns, and/or complex social need navigation



OUR LOCAL COMMUNITY

Snohomish County Fire District #5 serves the City of Sultan and surrounding Sky Valley communities. Our service area includes rural and semi-rural neighborhoods with a wide range of needs, including older adults aging in place, working families, individuals with limited transportation access, and community members experiencing behavioral health crises, substance use concerns, or unmet social support needs.



SCFD5 works closely with regional EMS partners, local healthcare systems, county behavioral health and crisis response services, and community-based organizations serving seniors, youth, and vulnerable populations. The CREMT position will strengthen this network by improving continuity of care beyond the initial 911 response through proactive follow-up, resource navigation, and referral coordination.



GOVERNANCE AND ORGANIZATION

The Community Resource Emergency Medical Technician (CREMT) is a Snohomish County Fire District #5 employee and works under the supervision of the District-designated supervisor. The CREMT provides care within EMT scope of practice and operates in accordance with Snohomish County EMS protocols, medical direction, and SCFD5 policies and procedures. The CREMT will balance program delivery with external stakeholder coordination, including alignment with grant requirements and established clinical and referral pathways. This position collaborates with on-duty response crews and community partners both through active 911 response and in conjunction with pointed follow-up efforts.

MISSION STATEMENT

We, the members of Snohomish County Fire District 5, are dedicated in our efforts to provide for the safety and welfare of the public through the preservation of life, health, property, and the environment.



ABOUT FIRE DISTRICT 5

Snohomish County Fire Protection District 5 was formed in March 1945 to provide fire protection to properties in the unincorporated town of Startup and areas surrounding the town of Sultan. Today, it proudly serves approximately 10,600 residents operating out of two stations accountable for 72 square miles of east Snohomish County. The department currently employs a Fire Chief, two Deputy Chiefs, 13 full time Career Firefighters and 20 part-time Firefighters. The district is governed by three elected Fire Commissioners.



All of the District's firefighters are trained as Emergency Medical Technicians — including about one-quarter as Advanced EMTs and Paramedics. The District transitioned into providing ALS transport services in Mid-2023, and responds to approximately 1,450 calls per year. Members also are Swift Water Rescue Techs, and Wildland Fire Certified.









APPLICATION INFORMATION

All qualified persons will be considered for employment without regard to race, color, religion, gender, age, marital status, or disability status and/or veteran status. We are made up of a highly-skilled, diverse workforce. The Fire District values the uniqueness and diversity of each member and believes the District's strength lies in the ability to reflect the community served.

Ready to join our team?
APPLY TODAY!

Community Resource EMT: scan for details and to apply

snofire5.org/district-information/employment/

Process Steps:

- Applications due by 12/29/26
- Application Review 1/1/27 to 1/15
- Interviews Projected Week of 1/18
- Projected Date of Hire 2/1/2027

Please don't hesitate to contact us with any questions!
admin@snofire5.org

RESOURCES

Snohomish County Fire District 5
snofire5.org

Snohomish County Washington
snohomishcountywa.gov

Snohomish County EMS Protocols
snocountyems.org

City of Sultan
ci.sultan.wa.us

Sultan School District #311
sultanschools.org