ISO
CLASS 1
AGGRESSIVE
SKILLS
COMPETITIVE
PAY
NOW HIRING
BEXAR COUNTY ESD 2 FIRE DEPT.
PARAMEDIC S.M.A.R.T.
(SPECIALIZED MULTIDISCIPLINARY ALTERNATE RESPONSE TEAM)
DSHS PARAMEDIC CERTIFICATION REQUIRED
VISIT BC2FD.ORG/CAREERS
SCHEDULE : 24 HOUR SHIFT FOLLOWED BY 72 HOURS OFF
SOCIAL SECURITY EXEMPT
TCDRS RETIREMENT 7%-2.5:1 MATCH
FAMILY CANCER INSURANCE 100% FUNDED
EMPLOYEE LIFE INSURANCE 100% FUNDED
TUITION ASSISTANCE
OPTIONAL 457(B) RETIREMENT SAVINGS PLAN
EMPLOYER FUNDED ANNUAL HEALTH SCANS
EMPLOYEE HEALTH INSURANCE 100% FUNDED
PREVIOUS FIRE/EMS PROFESSIONAL SERVICE HISTORY CREDIT UP TO 8 YEARS
EMPLOYER PAID NEXT LEVEL PRIME FAMILY URGENT CARE MEMBERSHIP
SHORT/LONG TERM DISABILITY INSURANCE 100% FUNDED
FAMILY HEALTH INSURANCE OFFERED AT A SHARED COST
APPLY TODAY
EMAIL US AT HR@BC2FD.ORG

BEXAR COUNTY EMERGENCY SERVICES DISTRICT No. 2

HONOR | INTEGRITY | COURAGE

Job Description

Job Title:	Paramedic - SMART
Type:	Full Time
Location:	Operations
Salary:	$70,000.00-$75,770.25 Hourly: $28.65-$31.01 DOQ
Work Hours:	24-hour shift schedule with 72-hours off. Shift change is 7am
Contact:	Human Resources Director
Opening Date:	August 18, 2026
Closing Date:	September 17, 2026 (before 5pm)
Test Date:	October 5, 2026

Job Summary

The primary duty of this paramedic is to respond as a member of the Specialized Multidisciplinary Alternate Response Team (SMART). The SMART is a collaborative project aimed at creating a multidisciplinary mental health response team in partnership with The Center for Health Care Services (CHCS), the Bexar County Sheriff's Office (BCSO), Acadian Ambulance, Bexar County ESD No. 2, and the Southwest Texas Regional Advisory Council for Trauma (STRAC). Each response team will be comprised of a mental health professional, a mental health deputy, and a paramedic. Triage criteria has been developed for use by the Bexar County PSAP to identify low-level 911 mental health calls which the team will be dispatched to. The target population for this program consists of individuals who are experiencing a mental health crisis who may need mental health treatment.

Reports to: Division Chief of EMS

Oversees: None

Essential Functions:

The following duties ARE NOT intended to serve as a comprehensive list of all duties performed by this role, it is a representative summary of the primary duties and responsibilities. Incumbent may not be required to perform all duties listed and may be required to perform additional, position-specific duties.

Job Description

Essential Functions Continued

- Perform the basic medical screening of individuals with whom contact is made
- Assess individuals for medical stability and the need for emergent medical care
- Assists with obtaining food, shelter, other necessities of daily living for the patient if indicated
- Assists with the navigation of the patient into the healthcare system, or assists CHCS staff with the navigation of patients to receive mental health care if indicated
- Perform clinical interventions as assigned or deemed appropriate
- Complete and maintain required training, credentialing, licensing/certification, and background checks
- Complete documentation of encounters and interventions in a timely manner and to department standards
- Comply with and participate in the Quality Assurance and Quality Improvement processes
- Work in a variety of weather conditions with exposure to the outdoor elements
- Observe or monitor objects/equipment to determine compliance with prescribed operating or safety standards
- Work for long periods of time, requiring sustained physical activity and intense concentration
- Rely on sense of sight, hearing, touch, and smell, to help determine the nature of an emergency and make operational decisions
- Tolerate extreme fluctuations in temperature while performing job duties
- Move heavy objects (50 pounds or more) for long distances (more than 20 feet)
- Travel across wet, slippery, rough, uneven, or rocky surfaces
- Bend or stoop repeatedly or continually over time to perform duties on the scene of an incident
- May need to work in confined spaces such as attics, crawl spaces, etc.
- May be required to work at extreme heights
- Use protective equipment to limit exposure to infectious diseases
- Perform general maintenance work in the upkeep of fire department property; clean and wash walls and floor; make minor repairs to property and equipment; wash, clean, polish, and test apparatus
- Perform related duties and fulfill responsibilities as required
- Enter data or information accurately into a terminal, PC, or other electronic device
- Answer telephone and relay instructions, orders, and information
- Produce written documents with clearly organized thoughts using proper English sentence construction, punctuation, and grammar
- Learn job related materials through structured lecture and reading and through oral instruction and observation; this learning takes place in both a classroom setting and on-the-job training setting
- Understand and follow oral and written instructions, comprehend and make inferences from written material in the English language

Job Description

Essential Functions Continued

- Work cooperatively with other members and the public
- Train and instruct other members on duty in modern EMS principles, practices, and procedures
- Make life and death decisions during emergency situations in accordance with established operating guidelines
- Perform patient assessment and appropriate treatment in accordance with departmental clinical operating guidelines
- Make calculated decisions utilizing the risk versus benefit analysis under strenuous conditions
- Work safely without presenting a direct threat to self or others
- Perform other duties as assigned

Minimum Qualifications/Requirements

- Texas DSHS Paramedic or Licensed Paramedic
- Valid Texas Driver License
- High School Diploma or Equivalent
- NIMS ICS 100, 200, 700, and 800 within (1) year of hire

Preferred Qualifications/Requirements

- Experience with mental health assessment and care
- Experience with mental health navigation
- Experience with case management
- Experience with working as part of a multi-disciplinary team
- Experience with working independently as a medical care attendant

Necessary Knowledge, Skills, and Abilities

- Knowledge of rules and regulations of the Fire Department
- Knowledge of the geography of the district and Bexar County
- Current and contemporary knowledge of Federal and State laws and regulations, and standards related to the fire and emergency medical services (TCFP, NFPA, DSHS)
- Demonstrate effective communication skills both in written and oral communications, including public speaking and presentation skills
- Demonstrate knowledge of instructional techniques and ability to plan, organize, and schedule

Job Description

Necessary Knowledge, Skills, and Abilities Continued

- Ability to understand and follow verbal and written instructions
- Ability to react quickly and calmly in emergencies
- Ability to establish and maintain effective working relations with other employees
- Ability to learn to operate relatively complex equipment
- Ability to properly follow chain of command as it pertains to operational issues
- Ability to always maintain situational awareness, to include operating apparatus and equipment
- Ability to gain physical strength and agility sufficient to perform prolonged and hazardous work under adverse conditions
- Ability to gain knowledge of the operation and maintenance of the various types of apparatus and equipment used by the Fire Department
- Ability to maintain regular and reliable job attendance, ability to be punctual and adhere to shift schedule

Physical Demands/Work Environment

Working conditions are primarily in a SUV response vehicle, strategically staged in various locations across the county. At times, these conditions may include working in a fire station environment with other personnel. The SMART Paramedic may be routinely exposed to physically and mentally stressful situations, extreme temperatures, contaminated atmospheres, adverse weather, confined spaces, and similar conditions related to the primary responsibilities of this position.

Upon hire, SMART Paramedics must fulfill a 24-month service commitment within the SMART Program before they may be considered for assignment to Emergency Operations in the role of Firefighter/Paramedic.

Other Requirements

Must pass the Bexar County Emergency Services District No. 2 physical, suitability examination, drug and alcohol testing, background investigation, and possess no felony convictions, no misdemeanor convictions involving moral turpitude or pattern of misdemeanor convictions; no pending misdemeanor or felony charges; not a habitual drunkard or gambler; no use of illegal drugs in the past ten years; never sold illegal drugs.

Submit application to hr@bc2fd.org HR Office: 210-331-7189 Website: https://bc2fd.org

EQUAL OPPORTUNITY EMPLOYER

Employee Signature:		Date:	

BEXAR COUNTY EMERGENCY SERVICES DISTRICT No. 2

BEXAR COUNTY 2 FIRE DEPARTMENT

Job Packet Instructions

Thank you for your interest in Bexar County 2 Fire Department. To ensure you accurately complete your job packet for submission, which entails job application and required documents, please read and carefully follow the instructions provided.

- Fill out and complete all information requested on the application.
- Submit all required documents with your job packet. Job packet and documents must be submitted in PDF format.
- Incomplete packets, such as missing documents or illegible applications will not be processed.
- Job applicant packets must be submitted online via email to hr@bc2fd.org

- Please submit the following with your job packet:
  - Completed Job Application
  - Copy of valid Texas Driver License or other state if applicable
  - Copy of HS Diploma or equivalent
  - Signed Job Posting, found on Page 4 of Job Announcement
  - Signed Waiver and Release Form, PLEASE NOTE: you are to write in your own handwriting or type the statement in the Waiver Form on the lines provided
  - Copy of current Texas DSHS certification or licensure or applicable state
  - ~~Copy of current TCFP Structural Firefighter Basic or higher certification~~
  - Copy of Texas Department of Public Safety Driver Record (Certified list of all accidents and Violations on Record Type 3A). This form can be requested online at https://txapps.texas.gov/tolapp/txldrcdr/TXDPSLicenseeManager. You must select record type **Certified List of All Accidents and Violations on Record (Type 3A)**. Driving record does not need to submitted in Job Packet, but should be furnished promptly upon request.

APPENDIX I

Firefighter Applicant Testing Process:

There are four phases of testing: Ergometric Test, Physical Assessment, Medical Protocol Exam and Panel Interview. You will not be scheduled for any of these tests unless the prerequisites have been completed. There will be no make-up tests. Testing will take place at Fire Station 121.

1) Aptitude Test (October 5)

The BC2FD Training Division will be conducting an Entry Firefighter Ergometrics Aptitude test at Station 121 located at 2096 Talley Rd. San Antonio, Texas 78253. The test will begin promptly at 9am. No late applicants will be accepted.

2) Physical Assessment (October 5)

The BC2FD Training Division administers the physical assessment. Applicants can test either day. Please wear athletic attire and athletic shoes for this process.

A voluntary practice physical assessment test will take place at Station 121 located at 2096 Talley Rd. Drive San Antonio, Texas 78253 from 9am-12pm September 17 and October 2. Applicants can come in anytime during the designated times to practice the physical assessment test.

BEXAR COUNTY 2 FIRE DEPARTMENT PHYSICAL ASSESSMENT

ALL EVENTS MUST BE COMPLETED. A score will be determined by the overall time of completion and events completed.

Once you have started the assessment exercises, all events must be completed in a continuous motion. ANY EXTENDED STOPS OR DELAYS will result in a disqualification.

Step 1- 25 push-ups

Step 2- 1/2-mile run

Step 3- Don SCBA air pack (excluding face piece, firefighter helmet and work gloves)

Step 4- Pull 100 feet of 2 1/2 inch hose from cone to cone-on one knee.

Step 5- Drag 160 pound dummy 100 feet from cone to cone.

Step 6- 100 foot simulated medical bag carry with (2) twenty five (25) pound dumbbells

Step 7- 5 inch 100 foot section shall be deployed 100 feet from cone to cone.

All steps shall be completed within 10 minutes to receive a score of 100. One point will be deducted every second past the 10 minute mark up 11 minutes and 40 seconds; after this time the applicant will be disqualified.

3) Medical Protocol Exam (October 5)

The BC2FD Training Division will administer the Medical Skills evaluation at Station 121 located at 2096 Talley Rd. San Antonio, Texas 78253. BC2FD Training/EMS Division will assess the knowledge and retention of each applicant through a Protocol exam at their respected Texas DSHS medical certification level. The medical knowledge evaluation meets or exceeds the NREMT and DSHS requirements. Applicants will be tested on but not limited to BC2FD EMS Protocols, Medication math, EMS Operations, and general Paramedic knowledge. *Applicants will be emailed the list of BC2FD EMS protocols to study prior to the exam.*

4) Interview (Interviews take place the week of October 19, the specific time and date will TBD)

The interview will take place at Station 124 located at 14515 Omicron Drive San Antonio, Texas 78245. The interview panel will consist of three- to five-member representatives from BC2FD, STRAC, and the Bexar County Sheriff's Office (BCSO), will evaluate each applicant's responses. Applicants will be contacted and scheduled for an interview only after successfully meeting all other application requirements. Candidates are expected to wear professional business attire for the interview.

Bexar County Emergency Services District No. 2
(Bexar County 2 Fire Department)

Employment Application
An Equal Opportunity Employer

Important Instructions for completing the application:

- Please TYPE or PRINT in INK
- Applications are accepted only for job titles for which recruitment is currently being conducted.
- All information requested must be completed on the application. Incomplete or illegible applications will not be processed.
- This application form and its attachments are official property of the Bexar County ESD No. 2 and will not be returned, reused or copied for you after being submitted. You should retain a copy of this application for future use or reference.
- Excessive or nonessential attachments will not be referred to the hiring department. Only information necessary to complete the application should be attached. Examples of work, awards, letters, etc., may be taken to interview.
- If more space is needed to give full answers or explanations, attach additional sheets referencing the item number, your name, social security number and job title applied for. Staple attachments to the application.
- Only United States citizens or individuals who are legally entitled to work in the United States are eligible for employment.
- Bexar County ESD No. 2 affords equal employment opportunity to all individuals regardless of race, color, national origin, sex, religion, age, qualified disability status or veteran status.
- If you require an accommodation during the application/interview process, please call Human Resources at 210-881-0658.
- Reimbursement for travel expenditures during an interview process is not available.
- Please make sure you meet the minimum qualifications and the application deadline.
- Applications are accepted Monday through Friday from 9:00 AM to 5:00 PM in the Human Resources Department or you may mail your application to our office or email to hr@bc2fd.org.

Section A: Answer all questions.

Official Job / Title Applying For	Date of Application	Sex
		☐ Male ☐ Female
Social Security #	**Date of Birth**	

Last Name	First Name	Middle Name	Suffix (Jr, Sr, III, Etc)

Mailing Address	City	State	Zip

Cell Phone #	Home Phone #	Email Address

Driver License #	State Issuing License	Class or Type of License

Can you, upon employment, submit documentation verifying your identity and your legal right to work in the United States?

☐ Yes ☐ No

Check the schedules you are willing to work:

☐ Other than 9AM-6PM ☐ Weekends/Holidays ☐ Full Time ☐ Part Time

Are you presently employed? If yes, specify where

☐ Yes ☐ No Specify:

Have you ever been terminated or asked to resign from a previous employer?

☐ Yes ☐ No

Are you over the age of 18? If yes, can you provide proof of your eligibility to work?

☐ Yes ☐ No

If you are related to any BC2FD employees? If yes, specify names, relationship and department:

Are you able to perform all the essential functions of the job for which you are applying, with or without, reasonable accommodation?

☐ Yes ☐ No

If you have been employed or attended school under other names, list names and dates of use:

Dates of Military Service	Branch of Service
From: To:	

Section B: Answer all questions.

Have you ever been convicted of a crime (misdemeanor, felony, or military court martial)?

☐ Yes ☐ No

Have you ever been placed on probation?

☐ Yes ☐ No

Have you ever been placed on deferred adjudication?

☐ Yes ☐ No

Are there criminal charges currently pending against you?

☐ Yes ☐ No

For any yes answer to questions 25-29, list type or offense, location and fine or sentenced received. Convictions do NOT necessarily disqualify an applicant from employment consideration.

Section C: Education, Certification, Licenses & Additional Skills

Do you have a High School Diploma or GED?	Check highest level of completion:
☐ Yes ☐ No	☐ Some HS ☐ HS/GED ☐ Some College ☐ Associate ☐ Bachelor ☐ Master ☐ Doctoral

College or University Name	From		To	Major	Degree earned	Sem. Hours
1.						
2.						
3.						

License or Certifications	Date Earned	Expiration Date
1.		
2		
3.		
4.		
5.		

In what language(s) other than English are you proficient?	
1.	☐ Speak ☐ Read ☐ Write
2.	☐ Speak ☐ Read ☐ Write

Additional Skills: List equipment, software, specialized systems or other skills that are related to the job for which you are applying.

Section D: List jobs in reverse order starting with your most recent job. List your work history for the last 10 years including volunteer, part-time, temporary, self-employment and military jobs. Provide a detailed description of duties preformed. Do NOT substitute a resume for completion of this section. You may attach additional pages in the same format if more space is needed. Clarify any gaps in employment for the past 10 years.

Employer	Address	City, State and Zip Code

Job Title	From (Month/Year)	To (Month/Year)

Hourly or Salary Rate	Hours per Week	Reason for Leaving

Supervisor's Name	Supervisor Phone #	May we contact this supervisor?
		☐ Yes ☐ No

Duties:

Employer	Address	City, State and Zip Code

Job Title	From (Month/Year)	To (Month/Year)

Hourly or Salary Rate	Hours per Week	Reason for Leaving

Supervisor's Name	Supervisor Phone #	May we contact this supervisor?
		☐ Yes ☐ No

Duties:

Employer	Address	City, State and Zip Code

Job Title	From (Month/Year)	To (Month/Year)

Hourly or Salary Rate	Hours per Week	Reason for Leaving

Supervisor's Name	Supervisor Phone #	May we contact this supervisor?
		☐ Yes ☐ No

Duties:

Employer	Address	City, State and Zip Code

Job Title	From (Month/Year)	To (Month/Year)

Hourly or Salary Rate	Hours per Week	Reason for Leaving

Supervisor's Name	Supervisor Phone #	May we contact this supervisor?
		☐ Yes ☐ No

Duties:

Employer	Address	City, State and Zip Code

Job Title	From (Month/Year)	To (Month/Year)

Hourly or Salary Rate	Hours per Week	Reason for Leaving

Supervisor's Name	Supervisor Phone #	May we contact this supervisor?
		☐ Yes ☐ No

Duties:

References: Name	Relationship/ Occupation	Phone #	Email Address
1.			
2.			
3.			

Have you ever been employed with Bexar County ESD No. 2?	
☐ Yes ☐ No	If yes, specify (Month/Year):

Have you ever applied with Bexar County ESD No. 2?	
☐ Yes ☐ No	If yes, Specify (Month/Year):

Are you currently in an application process with another Emergency Services Agency?	
☐ Yes ☐ No	If yes, which department(s)?

Drug Free Work Environment: Bexar County ESD No. 2 is committed to providing a safe, efficient, drug-free work environment for all employees. In keeping with this commitment, finalists for all job openings will be required to provide body fluids (blood or urine) to determine the use of alcohol, illegal or controlled substances. Failure of the drug/alcohol screen will result in denial of employment.

Falsification of Information: I hereby certify that all statements made on this application and attachments are true and correct to the best of my knowledge and belief. I understand that any false statement, misrepresentation or omission made by me on this application or subsequent interview(s) could cause me to be ineligible for employment or terminated from employment. Further I understand that I am required to abide by all rules and regulations of Bexar County ESD No. 2.

Verification of Information: I authorize Bexar County ESD No. 2 and its constituents to investigate and verify the facts claimed by me on this application. I further authorize my former employers to provide any information requested by Bexar County ESD No. 2. I understand that employment processing may include a criminal background check, drug screening and/or review of the driving record. I hereby release Bexar County ESD No. 2 and it agents from all liability in making any investigation and inquiry relative to information contained in the application form.

I understand that nothing in this application or in any prior or subsequent written or oral statement creates a contract of employment or any rights in the nature of a contract. I agree to submit to medical examination and drug screening, if required.

Bexar County ESD No. 2 participates in all State and Federal law, requiring all employers to verify the identity and employment eligibility of all persons hired to work in the United States. Bexar County ESD No. 2 will provide the Social Security Administration (SSA) and, if necessary, the Department of Homeland Security (DHS), with information from each new employee's Form I-9 to confirm work authorization.

I understand that, if accepted, this application does not constitute a contract of employment for any specific period of time. I further understand that all employment is at will and may be terminated by notification from either party at any time, with or without cause, and without prior notice.

☐ **I have read and agree to the above statements**	
Signature:	**Date:**

* **BCESD No. 2 is affiliated with D2FR.**

WAIVER AND RELEASE

In consideration of my being permitted to take the physical assessment required in connection with my application for this position and having been advised that as a part of this assessment, it will be necessary for me to demonstrate my strength, endurance, and physical ability in a series of tests.

I, _____ (print name) do hereby release Bexar County ESD No. 2 and their respective officials and employees from any and all claims, damages, liabilities, actions and causes of action whatsoever which may occur or arise as a result of any injury or damage that I may sustain as a result of participating in such examinations. I make this release for myself, my heirs, executors, and administrators.

PLEASE COPY THE FOLLOWING STATEMENT LEGIBLY AND IN YOUR OWN HANDWRITING:

"I CERTIFY THAT I HAVE READ THE FOREGOING WAIVER AND RELEASE AND UNDERSTAND ITS PROVISIONS."

_____

_____

_____

_____ _____

DATE **SIGNATURE OF APPLICANT**