



Assistant Medical Director **\$265,295**

DC Fire and Emergency Medical Services Department (FEMS) is seeking an Assistant Medical Director.

The DC Fire and Emergency Medical Services Department (FEMS) is an all-hazards public safety agency responsible for emergency medical care, treatment, and transport for residents, workers, and visitors throughout the District of Columbia. FEMS operates in one of the nation's most complex response environments, supporting routine high-acuity EMS calls, national special security events, large-scale public gatherings, and major emergencies requiring close coordination with federal, regional, and local partners.

THE POSITION

Clinical Direction and Medical Oversight

- Provide executive-level medical direction for pre-hospital emergency medical services.
- Develop, implement, and maintain clinical protocols, policies, and procedures.
- Serve as Acting Medical Director in the absence of the Medical Director, as appropriate.

Quality Improvement and System Performance

- Lead and advance a comprehensive EMS Quality Improvement (QI) program aligned with national standards.
- Establish performance expectations for clinical care, documentation, and provider proficiency.
- Partner with EMS leadership on response time analysis, performance measures, and service enhancement initiatives.

Training, Education, and Workforce Development

- Design and deliver EMS training and education programs at the FEMS Training Academy and other venues.
- Ensure education remains evidence-based and aligned with system needs.
- Provide leadership and oversight to subordinate managers, supervisors, and support staff.

POLHIRE®

Innovation, Technology, and Systems

- Participate in the evaluation and implementation of medical equipment, supplies, medications, and technology.
- Support development of information systems that enhance EMS operations, training, and quality assurance.

Collaboration and Incident Response

- Strengthen partnerships with District hospitals, healthcare systems, and public health agencies.
- Participate in major incidents and mass casualty responses.
- Represent the Medical Director at internal and external meetings as directed.

Research and Advancement of EMS Practice

- Develop and support research initiatives that advance EMS practice and improve patient outcomes.
- Contribute to the broader body of emergency medical knowledge.

The ideal candidate is a respected physician leader with demonstrated experience in emergency medicine or a closely related specialty and a strong interest in EMS systems leadership. The successful candidate will bring clinical excellence, sound judgment, and the ability to lead effectively within a complex public-sector environment.

QUALIFICATIONS

Required Experience & Education

- Doctor of Medicine (MD) or Doctor of Osteopathic Medicine (DO).
- Current, unrestricted medical license and eligibility for licensure in the District of Columbia.
- ABMS board certification in a specialty serving a broad patient population; Emergency Medicine strongly preferred.
- Valid DEA registration in good standing.
- Valid driver's license.

Preferred Experience

- Fellowship training in Emergency Medical Services.
- Prior experience in EMS medical direction or pre-hospital care oversight.
- Leadership experience in quality improvement, clinical education, or protocol development.

RESIDENCY REQUIREMENT

There is a legal requirement that each new appointee to the Excepted Service either:

1. be a District of Columbia resident at the time of appointment; or
2. become a District resident within one hundred eighty (180) days of appointment.

POLIHIRE®

The law also requires that Excepted Service employees remain District residents during the duration of the individual's appointment. Failure to remain a District resident for the duration of the appointment will result in forfeiture of employment.

TO APPLY

DC FEMS has partnered with POLIHIRE to identify the Assistant Medical Director. Please submit a cover letter outlining your qualifications and your resume to:

AsstMD_FEMS@polihire.com.