



Justin Duncan

Position Sought: Great Plains Region Director

Candidate Background Information

Executive Summary

For more than 22 years, I have had the privilege of serving the EMS profession as a clinician, educator, executive, volunteer, and advocate. Every stage of my career has reinforced one belief: our profession is strongest when we invest in our people, work collaboratively, and lead with integrity.

Today, I serve as Chief Executive Officer of the Washington County Ambulance District, President of the Missouri EMS Association, President of the SHO-ME MIH Network, and Co-Founder and Chief Clinical Officer of Paralign Health. Nationally, I serve as Chair of the NAEMT Economics Committee, a member of the NAEMT Advocacy Committee, and Missouri's NAEMT State Delegate. I also serve as Chair of the Missouri State Advisory Council for EMS Mobile Integrated Healthcare & Community Paramedicine (MIH-CP) Subcommittee and as a Subject Matter Expert on the National Rural Health Association Government Affairs Committee.

These leadership opportunities have allowed me to help shape conversations surrounding EMS reimbursement, workforce sustainability, healthcare integration, Mobile Integrated Healthcare, rural healthcare, and the future of our profession. Most importantly, they have reinforced that leadership is not about titles, it is about listening, building consensus, and creating opportunities for others to succeed.

Education

Columbia Southern University

- Master of Organizational Leadership (Expected 2027)
- Bachelor of Science, Emergency Medical Services Administration, Summa Cum Laude (2019)

University of Maryland Baltimore

- Critical Care Transport Paramedic Program

Northern California Training Institute

- Mobile Intensive Care Paramedic Program

Allan Hancock College

- Emergency Medical Technician Program

Professional Licensure & Certifications

- Nationally Registered Paramedic (NRP)
- Missouri Licensed Paramedic
- Missouri Licensed Community Paramedic
- Critical Care Emergency Medical Transport Paramedic (CCEMT-P)

- Board Certified Flight Paramedic (FP-C)
- National EMS Instructor
- NREMT Designated Training Officer
- EMS Program Director
- Missouri EMS Instructor & Education Coordinator
- American Heart Association Instructor & Affiliate Faculty
- ITLS Instructor

Professional Experience

Washington County Ambulance District

Chief Executive Officer | Critical Care Paramedic (2016–Present)

Provide executive leadership for a regional Mobile Healthcare System serving more than 1,500 square miles of rural Missouri. Responsibilities include strategic planning, financial stewardship, workforce development, healthcare partnerships, government relations, organizational leadership, and healthcare innovation.

Paralign Health

Co-Founder & Chief Clinical Officer (2025–Present)

Lead national clinical strategy, healthcare innovation, and collaborative care models supporting Mobile Integrated Healthcare, Community Paramedicine, clinically integrated networks, and value-based care.

Previous Leadership Positions

- Chief Medical Officer – Valle Ambulance District
- Program Coordinator – Mercy Hospital Jefferson
- Chief Medical Officer – Survival Flight
- Regional Clinical Manager – Native Air Services
- Flight Paramedic – Native Air Services
- Critical Care Paramedic / FTO – Summit County Ambulance Service
- Paramedic / FTO – American Medical Response

NAEMT Leadership & Service

My volunteer service within NAEMT has focused on strengthening the profession through advocacy, economics, and leadership development.

Current Appointments

- Chair, NAEMT Economics Committee
- Member, NAEMT Advocacy Committee
- Active NAEMT Member

Working alongside EMS leaders from across the country, I have contributed to national discussions surrounding reimbursement reform, workforce sustainability, advocacy, healthcare economics, and the future of EMS.

Additional Professional Leadership

- President, Missouri EMS Association

- Immediate Past President, SHO-ME MIH Network
- Subject Matter Expert, National Rural Health Association Government Affairs
- Advisory Council Member, The Paramedic Network
- Board Member, Savvik Buying Group

I also maintain active membership in numerous state and national organizations supporting EMS leadership, emergency medicine, rural health, and healthcare innovation.

Professional Impact

Throughout my career, I have focused on building stronger EMS systems through collaboration, innovation, and advocacy. Selected accomplishments include:

- Leading Missouri's statewide EMS & MIH-CP Ecosystem through the Missouri Rural Health Transformation Program.
- Advancing national discussions regarding EMS reimbursement, workforce sustainability, and EMS economics through NAEMT.
- Expanding Mobile Integrated Healthcare and Community Paramedicine throughout rural Missouri.
- Building collaborative partnerships among EMS agencies, hospitals, federally qualified health centers, behavioral health providers, public health agencies, universities, state government, and national organizations.
- Securing and administering major state and federal initiatives supporting EMS workforce development, rural healthcare, and system transformation.
- Presenting nationally on EMS leadership, Mobile Integrated Healthcare, workforce development, EMS economics, healthcare transformation, and rural healthcare.
- Advocating for policies that strengthen EMS as an essential component of the healthcare continuum.
- Championing the evolution of EMS from a transportation-focused model to a Mobile Healthcare System that delivers the right care, at the right place, at the right time, while strengthening and preserving traditional 911 emergency response.

Awards & Recognition

- NAEMT EMS Advocate of the Year Award (2025)
- NAEMT Leadership Award (2025)
- AIMHI – Leadership in Integrated Healthcare (2026)
- Invited Participant, White House Rural Health Leadership Event
- National conference faculty, keynote presenter, and published author on EMS leadership, Mobile Integrated Healthcare, healthcare transformation, EMS economics, workforce development, and rural health.

Employment & Volunteer EMS Service

I have served the EMS profession for more than 22 years in clinical, educational, supervisory, executive, and volunteer leadership roles. My experience includes ground EMS, flight medicine, critical care transport, EMS education, executive leadership, healthcare innovation, public policy, and national advocacy.

Verification Contacts

- Washington County Ambulance District – Employment Verification
- National Association of Emergency Medical Technicians – Committee Appointment and Membership Verification
- Missouri EMS Association – Verification of Presidency
- National Rural Health Association – Verification of Government Affairs Committee Appointment