



## NAEMT Mental Health Resilience Officer Course

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### EMS Mental Health Resilience Officer - Position Description

#### General Overview

Responsible for engaging with peers to develop their understanding of mental health issues and resilience; recognizing peers experiencing mental health stressors and crises, and navigating them to the right services for help; and supporting the development of a culture of mental health resilience and emotional wellness in the agency.

#### Responsibilities

- Work with EMS management to develop and implement an employee education program that discusses the mental health issues faced by the EMS workforce, the impact of stress and trauma on EMS personnel, and strategies and practices to strengthen their personal resilience.
- Engage with peers experiencing mental health stressors and crises.
  - Assist them in developing personalized crisis support plans.
  - Identify formal and informal emotional supports for EMS personnel.
  - Discuss services that they may want to utilize for help.
  - As needed, navigate them to these services.
  - Support the development of a culture of mental health resilience and emotional wellness in the agency.
  - Identify mental health resilience resources both locally and nationally and share this information with agency personnel.
  - Recognize current organizational culture related to mental health resilience.
  - Work with EMS management to identify and address systemic impediments to a resilient workforce and develop policies that support resilience.
- Keep up to date on the latest best practices to support EMS practitioner resilience.
- Promote agency personnel wellness initiatives.
- Obtain feedback from colleagues on all resilience activities within the agency.

#### Qualifications

- Interest in serving in this position.
- Experienced EMS practitioners, with at least 3 years of field experience.
- Strong interpersonal communications skills.
- Well respected within the agency.
- Prior experience with critical incident stress debriefing, peer-to-peer support programs, and/or motivational interviewing desired.

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