



Job Title: First Responder (FREC 3)

Location: Northamptonshire (with travel to regional events as required).

Department: Operations – Event Medical Team

Reporting to: Head of People & Development

Company: First Line Medical Ltd

Pay: £13.50 per hour minimum of 5 hours per day

About First Line Medical Ltd

First Line Medical is a respected and rapidly growing provider of emergency medical services and pre-hospital care across the UK. We specialise in delivering immediate, high-quality medical assistance at the scene of incidents, events, and medical emergencies, ensuring patients receive timely, safe, and compassionate care prior to onward transportation or referral to the appropriate healthcare facility.

Our organisation is built on professionalism, clinical excellence, and a strong commitment to patient-centred care. We pride ourselves on maintaining the highest clinical standards while supporting our staff with ongoing training, development opportunities, and a positive, collaborative working environment.

Role Overview

We are currently seeking dedicated, reliable, and highly skilled Medical First Responders (FREC 3) to join our expanding team at First Line Medical. This role is ideally suited to clinicians who are passionate about delivering exceptional pre-hospital care and who thrive in fast-paced, high-pressure environments.

Successful candidates will be responsible for providing safe, effective, and professional emergency medical care in accordance with national clinical guidelines, regulatory requirements, and First Line Medical's policies and procedures. This is a bank (zero-hours) position, offering flexibility while maintaining a high standard of clinical responsibility.

Key Responsibilities

Emergency and Pre-Hospital Care

- Deliver high-quality emergency medical care at the scene of incidents, events, and medical emergencies.
- Perform thorough patient assessments, triage, and ongoing monitoring in line with clinical best practice.
- Provide treatment for a wide range of medical conditions, injuries, and trauma presentations.



Clinical Interventions

- Administer appropriate pre-hospital interventions including Basic Life Support (BLS), oxygen therapy, wound care, bandaging, splinting, and casualty management.
- Recognise deteriorating patients and escalate care appropriately.

Teamwork and Communication

- Work collaboratively with paramedics, ambulance services, doctors, event teams, and other emergency responders to ensure optimal patient outcomes.
- Communicate clearly and compassionately with patients, relatives, and bystanders, offering reassurance and explanations regarding care and next steps.

Documentation and Governance

- Accurately complete all patient care records, incident reports, and clinical documentation in accordance with First Line Medical policies and regulatory standards.
- Maintain confidentiality and professionalism at all times.

Equipment and Vehicle Readiness

- Ensure all medical equipment, response kits, and vehicles are checked, maintained, and ready for operational use.
- Report faults, shortages, or equipment issues promptly.

Compliance and Professional Standards

- Adhere to all relevant clinical guidelines, health and safety regulations, and First Line Medical procedures.
- Maintain professional conduct and represent First Line Medical positively at all times.

Training and Continuous Development

- Participate in mandatory training, clinical updates, simulations, and ongoing professional development.
- Maintain current certification and competencies relevant to the FREC 3 role.

What We Offer

- Competitive hourly rate with guaranteed minimum shift pay.
- Flexible working opportunities through a bank contract.



- Ongoing training, skill development, and opportunities for career progression.
- Supportive, professional, and collaborative team environment.
- The opportunity to work in a varied and rewarding pre-hospital care setting.

Equality, Diversity & Inclusion

First Line Medical Ltd is an equal opportunities employer. We are committed to equality, diversity, and inclusion and welcome applications from individuals of all backgrounds. Reasonable adjustments will be considered throughout the recruitment process.

Person Specification

Essential Qualifications and Skills

- FREC 3 (First Responder Emergency Care) qualification or recognised equivalent.
- Ability to remain calm, decisive, and effective under pressure.
- Strong communication and interpersonal skills.
- A compassionate, empathetic, and patient-focused approach to care.
- Ability to work both independently and as part of a multidisciplinary team.
- High standards of professionalism, reliability, and clinical integrity.

Desirable Experience and Attributes

- Full UK driving licence held for a minimum of one year.
 - No current endorsements (up to 3 points may be considered for minor offences).
 - Serious driving offences, including drink-driving disqualifications, will not be accepted.
- Additional clinical certifications (e.g. airway management, trauma care).
- Previous experience working within the event medical or pre-hospital environment.