



Regional Lifesaving Specialist (RLS) Positional Plan

OPEN Date: April 14, 2025

CLOSE Date: When Filled

To apply, please email the following to HR@GoRescue.com:

- Your current resume
- Three paragraphs detailing:
 - In your own words, what is the position of RLS with GoRescue?
 - Why are you most qualified for this position?
 - What are your career goals?

All applications will be reviewed by HR for alignment with our positional needs. If selected, you will be invited to an in-person interview and job task at GoRescue at a later date/time. GoRescue desires to complete all interviews and hire for this position no later than May 1, 2025.

Question? Please email HR@GoRescue.com or call (205) 545-8616 and ask to speak with Lynda Ratliff, HR Manager.

Mission

To empower and equip people with lifesaving solutions by making their experience easy, engaging, and effective.

Vision

Deliver exceptional lifesaving solutions.

Core Values

- Honor God
- Excellence in Service
- Balanced Living
- Stewardship Through Accountability

Motto

Lifesaving Made Easy™

Position Summary

The Regional Lifesaving Specialist (RLS) plays a vital role in the daily operations of GoRescue. This full-time position includes teaching lifesaving courses, delivering and installing AEDs, inspecting devices, and supporting company-wide initiatives such as special assignments, events, and expos. The role is designed to fulfill a wide range of training needs across the region and includes a competitive base salary along with aggressive commission opportunities.

Minimum Requirements

The ideal candidate will meet the following qualifications:

- Passion for GoRescue's mission, vision, and values
- Excellent communication and presentation skills
- Associate degree or equivalent (preferred)
- Minimum of one (1) year as an active AHA BLS Instructor in good standing (preferred)
- Experience teaching or assisting in at least twelve (12) CPR courses in the past year (preferred)
- Background in teaching, coaching, or training (preferred)
- Willing and able to travel regionally with short notice
- Willing and able to stay overnight as needed (company-paid lodging)
- Strong time management and organizational skills
- Available to work any weekday (Monday–Friday) as needed
- Safe driving history over the past three years
- Proficiency in AHA, HSI, ARC instructional platforms, sales tools, and Enrollware (preferred)

Key Responsibilities

(Approx. 40 hours per week)

- Uphold the mission, vision, and core values of GoRescue
- Deliver onsite and open enrollment training courses (AHA, ARC, HSI, AVERT, etc.)
- Deliver AEDs, training equipment, and supplies as assigned
- Conduct minimum required sales activities to promote The Lifesaving Club
- Support growth in product and service sales aligned with Lifesaving Club goals
- Submit all course paperwork on time and in compliance
- Assist with and execute special projects as needed
- Attend internal meetings, trainings, and professional development events
- Mentor instructors and serve as a brand ambassador
- Perform AED installations and inspections per assignment
- Maintain company-issued equipment and supplies in optimal condition
- Communicate effectively with leadership, clients, students, and team members

Reporting Structure

The RLS reports directly to the National Training Services Director (NTSD). Assignments and scheduling will be coordinated through the Training Services Coordinator.

Work Schedule

This is a **full-time position** with a guaranteed 40-hour workweek, Monday through Friday. Daily hours will vary depending on field assignments. Examples may include:

- Monday: 5:00 AM – 11:00 AM
- Tuesday: 3:00 PM – 8:00 PM
- Wednesday: 6:00 AM – 8:00 PM
- Thursday: 5:00 AM – 4:00 PM
- Friday: 8:00 AM – 12:00 PM

Note: All travel time beyond 30 minutes from the RLS's home will be included in hourly pay. Example:

- **Instructor Location:** Birmingham, AL
- **Assignment:** Montgomery, AL
- **Travel Time:** 1.5 hours one way
- **Logged Time:** 1 hour travel each way + 5 hours for class (0.5 setup, 4 teaching, 0.5 breakdown) = 7 hours total

Compensation Plan

Team Member Classification: W-2 Full-Time Team Member

- Competitive hourly wage during the initial 90-day orientation period
- Step raise upon successful completion of orientation
- Annual step raises based on performance
- Paid for all working hours (travel, prep, admin, teaching)
- Competitive commission for sales closed by the RLS

Team Member Benefits (*Effective Immediately*)

- 15 Days Paid Time Off (PTO)
- 11 Paid Company Holidays
- 1 Paid Serve Day
- Paid Initial In-Service Training at HQ
- Company-Issued Equipment:
 - Computer / iPad
 - Equipment and supplies
 - Mobile hotspot
 - AED and bleeding control kit
 - Uniform apparel (tops)
- **Travel Support:**
 - Take-home company vehicle with company-paid fuel / maintenance
 - Company-paid hotels and airfare
 - Company-issued credit card
- **Professional Support:**
 - Paid training/certification with AHA, ARC, HSI
 - Professional & General Liability Insurance
 - Workers' Compensation Insurance
 - \$50/month phone/technology stipend (\$600/year)
- **Health & Wellness Benefits:**
 - Medical, Dental, and Vision Insurance
 - Short- and Long-Term Disability Insurance
 - \$50,000 Group Life Insurance
- **Retirement Plan:**
 - 401(k) with up to 4% employer match (eligibility after 90 days)
- **Team Culture Perks:**
 - Annual Christmas Party
 - Annual GoRescue Team Retreat
 - Unlimited free snacks and drinks at Training Centers and HQ
 - Flexible scheduling based on company needs