

JAMES WEBER

EMS Content Architect

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PROFESSIONAL SUMMARY

EMS Content Architect at the intersection of instructional design and clinical expertise. Nearly three decades developing, accrediting, and scaling allied health and emergency medicine training programs. Proven track record mapping medical advancements to national education standards while engineering materials that are retained and translated into field performance. Committed to bridging the survival gap in underserved populations through innovative education and workforce development.

EXPERIENCE

Training Center Manager, Department of Emergency Medicine — [George Washington University MFA](#)

Washington, D.C.

Apr 2025 – Present

- Lead the Innovative Medicine Training Center, the sole open-enrollment EMT certification program in D.C., overseeing 500+ annual courses across EMS, clinical, and continuing education disciplines, serving more than 5,000 learners per year.
- Manage an operating budget exceeding \$1M, including grants, clinical contracts, and continuing education revenue streams.
- Supervise a team of 50 instructors and staff, ensuring instructional quality, accreditation compliance, and continuous professional development.
- Drove a 221% increase in program enrollment and a 95% NREMT first-attempt pass rate through data-driven mentorship and innovative course design.
- Developed and implemented a data-driven instructor onboarding and clearance policy, standardizing a 30-60-90-day competency-based mentorship process.
- Launched the EMS-to-CCMA Bridge Program, achieving a 15% improvement in certification success rates and expanding allied health workforce capacity across the District.
- Collaborate with DC Health, Unity Healthcare, and DC HOSA to expand community training pipelines and public access CPR initiatives.

Content Developer, Public Safety Division — [National Exam Prep Platform](#)

Remote

Sep 2024 – Present

- Author and review 1,000+ EMS, Fire, and Public Safety exam items mapped to the 2021 National EMS Education Standards and current NREMT practice analysis.
- Partner with national SMEs and psychometricians to improve validity, item balance, and DEI representation within assessment pools.
- Develop blueprint crosswalks and conduct bias and sensitivity review across multiple exam product lines.
- Serve as contributing editor for the EMT, AEMT, and Paramedic product lines, supporting a global user base of 250,000+ learners.

EMS Program Specialist — [DC Health, Emergency Medical Services Division](#)

Washington, D.C.

Oct 2021 – Nov 2024

- Directed regulatory oversight for EMS program licensing, instructor credentialing, and curriculum compliance across all District training institutions.
- Coordinated statewide adoption of the 2021 NEMSES and developed technical guidance for educational institutions transitioning to outcome-based models.
- Oversight contributed to the nation's best NREMT certification outcomes at 94%.
- Led QA/QI audits and site evaluations, ensuring alignment with DOH licensing standards.
- Spearheaded policy modernization for EMS educator certification renewal, incorporating peer review, CQI, and professional development documentation.

EMS Training Manager — [Harrisburg Area Community College \(HACC\)](#)

Harrisburg, PA

Jul 2011 – Oct 2021

- Managed one of Pennsylvania's largest regional EMS training programs, serving 1,200+ students annually across EMT, AEMT, paramedic, and fire/rescue pathways.

- Supervised 200+ adjunct faculty, developed curriculum across 15 program areas.
- Secured \$3.2M in local and federal grant funding for simulation, clinical partnerships, AED programs in Amish communities, and rural EMS education initiatives.
- Introduced blended learning and scenario-based training modules that increased retention and NREMT pass rates by over 20% in two years.

Wellness Coordinator — Manheim Township EMS / Sudden Cardiac Arrest Association

Lancaster County, PA

2008 – 2011

- Attended the first Resuscitation Academy in Seattle; brought the model back to Pennsylvania to promote the region's first 911-dispatched AED integration.
- Generated \$500K+ in funding for police AED programs; introduced pit crew CPR and AED integration to the local EMS system.
- Designed a community fall prevention program and expanded EMS involvement in injury prevention and community wellness.

E D U C A T I O N

Bachelor of Science, Emergency Medical Services Management — Lexington College

Occupational Safety Certificate — Columbia Southern University

C R E D E N T I A L S & C E R T I F I C A T I O N S

E M S

NREMT-A — Advanced EMT, Nationally Registered

State Certifications — Virginia EMT-A, DC EMT-A, Maryland EMT

IBSC — CP-C (Certified Community Paramedic), DICO-C (Designated Infection Control Officer)

MFRI EMS Officer I — ISO, EVDT & EVDT Instructor

NAEMSE Instructor — Level #1 and #2

AHA Instructor — CPR, ACLS

F I R E S E R V I C E

Firefighter I & II

Fire Instructor I, II, III

Rescue I — Vehicle Rescue Technician

E M E R G E N C Y M A N A G E M E N T

NIMS — 100, 200, 300, 400, 700, 800, G-2200, G2300

FEMA — G0191 (ICS/EOC Interface), AWR-433, PER-420

Basic PIO — Public Information Officer

HSEEP — Homeland Security Exercise & Evaluation Program

FEMA PDS — Professional Development Series

FEMA APDS — Advanced Professional Development Series

NEMA — National Emergency Management Basic Academy

A L L I E D H E A L T H

Certified Phlebotomist

Certified Medical Assistant

Certified Pharmacy Technician

S E R V I C E

DC HOSA — Future Health Professionals — Member, HOSA 100 Steering Committee. Focused on developing youth pathways into healthcare careers across the District.

S E L E C T E D P U B L I C A T I O N S

The Ordinary Hours and *The Other Seat* — EMS Mentorship Series (Spring 2026)

“More Than Just a Stepping Stone: The Lasting Legacy of Collegiate EMS Programs” — *JEMS*

“The Resuscitation Academy” — *EMS World*

“Pennsylvania Amish Receive AEDs” — *JEMS*

“Starting a Fall Prevention Program” — *EMS1*