

## **Superintendent, Paramedic Operations (2 Positions) Health Services - Paramedic Services**

Peel Regional Paramedic Services are recognized leaders in pre-hospital care, innovation and research. Each year we respond to over 140, 000 calls bringing advanced medical knowledge and interventions to the road and into the homes of Peel's residents.

Are you a people leader who strives to **coach, develop** and **support** a high-performing team of paramedics? Do you pride yourself on building strong relationships and building competency in others?

Interested? ***This may be the opportunity for you....***

Reporting to the assigned Commander, we are seeking a Superintendent to lead, guide, and coach our growing service of Primary and Advanced Care paramedics.

### ***What you will do in this leadership role:***

- Participate in divisional initiatives to improve paramedic on-time performance by monitoring response times, staffing levels, and out-of-service time delays
- Make recommendation for improvements to the deployment plan
- Listen and act upon system feedback suggestions from Paramedics
- Communicate with the Central Ambulance Communications Center (CACC) on all vehicle movements due to maintenance or service
- Utilize data, (performance metrics) to aid in decision-making, communicate with staff and achieve goals of the program
- You will be called upon to act as scene commander during an emergency and/or disaster with a medical focus; working with police, fire and other allied agencies within Peel Regional boundaries and at the request of other Paramedic services outside Peel
- A collaborative approach to people management will be vital to the success of this role, this will involve mentorship, coaching and fostering a collective team approach in order to achieve optimal employee performance and satisfaction in addition to enhancing the overall Strategic Plan for Paramedic Services
- Working with the management team, the union representatives and Paramedics you will participate in committees and initiatives to promote a respectful working environment, foster effective communication and inspire the delivery of high quality service and teamwork with a focus on a consistent approach
- Excellent supervisory skills will be utilized to manage day to day employee relations in a unionized setting, training and motivating your team, reviewing and processing paperwork, conducting vehicle and site inspections as well as investigations
- Expert working knowledge of all applicable legislative requirements, policies and procedures by the Ministry of Health and Long Term Care, Ambulance Act, and

the Occupational Health and Safety Act by conducting and participating in audits, best practice and other corporate initiatives

***What you bring to this role:***

- An Ambulance and Emergency Care/Paramedic Diploma
- Provincial Certification and AEMCA (Advanced Emergency Medical Care Attendant qualifications as an Advanced Care or Primary Care Paramedic) in conjunction with Base Hospital Certification to perform delegated medical acts as a Primary or Advanced Care Paramedic
- Five (5) years paramedic field experience
- Supervisory experience in either an acting or full-time role within a unionized environment
- A valid Class "F" Drivers Licence as required under Provincial law and meet all requirements of the Ambulance Act and Regulations
- Open and effective communication style (written + verbal), ability to communicate in a clear and professional manner with both the public and internal staff
- Strong leadership capabilities and competencies that foster a collaborative working style to coach and lead a growing team
- Ability to communicate and encourage change that supports best practices in Paramedicine and Operations

**Location:** Onsite - To be determined

**Hours of work:** Based on a 42 hour work week, rotation to follow assigned work schedule.

**Interview:** Our recruitment process will be completed with video conference technology.

**If this opportunity matches your qualifications and experience, please apply online at [www.peelregion.ca/hr](http://www.peelregion.ca/hr).**