

## Job Title: CHIEF PARAMEDIC SERVICES

**Job ID:** 39041

**Job Category:** Emergency, Fire and Paramedics Services

**Division & Section:** Toronto Paramedic Services

**Work Location:** FIRE & PARAMEDIC HQ & EMS STATION 53, 4330 Dufferin Street

**Job Type & Duration:** Full Time, Permanent

**Salary:** \$223,360.00 - \$294,959.00, Wage Grade 13

**Shift Information:** Monday- Friday 35 Hours per Week

**Affiliation:** Non-Union

**Number of Positions Open:** 1

**Posting Period:** 14-June-2023 - 05-July-2023

The City of Toronto is currently seeking a highly qualified and experienced Chief, Paramedic Services to provide oversight and strategic direction for the Paramedic Services and pre-hospital emergency health services. As the Chief your main responsibility will be to ensure public safety, emergency management, and risk mitigation for the City.

A significant aspect of your role will involve setting the overall strategic direction for the Toronto Paramedic Services. This will include establishing divisional goals, objectives, and priorities that align with the strategic directions and priorities set by the Council. Your strategic leadership will play a crucial role in shaping the future of paramedic services in the City. As the Chief, you will provide strategic advice and guidance to the Mayor, relevant Standing Committees, Council, and Task Forces. Your expertise and insights will be instrumental in decision-making processes and in ensuring that the paramedic services align with the overall vision and goals of the City.

As the Chief you will oversee and coordinate the policy framework and administration of the Toronto Paramedic Services public education programs. This will involve working closely with the team to develop effective educational initiatives that promote public awareness and enhance emergency preparedness in the community.

You will also have the responsibility of overseeing ambulance dispatch center operations, multi-disciplinary emergency response, and a comprehensive education and development unit. This includes managing resources for continuing medical education, community medicine, logistics, facilities, and vehicles, ensuring optimal performance and readiness.

Consulting with Council, you will provide explanation, rationale, and reasoning for the need to modify and/or update regulations, policies, and standards. Your expertise will be instrumental in identifying feasible alternatives that ensure compliance while addressing the unique needs of the paramedic services.

As the Chief, you will provide ongoing leadership by using effective management techniques and implementing change management processes. Developing personnel to be able to respond to a changing work environment and enhance the overall performance of the Division will be a priority. Meeting the expectations of the Council, the community, and stakeholders will be crucial in providing effective paramedic services.

Conducting short and long-term financial planning and case load forecasting will be part of your responsibilities. You will play a key role in the development of budgets and establish financial management systems to ensure the implementation of Division budgets in accordance with Council direction and the budget plan.

As the Chief, you will also manage media relations and represent the City in the media and other public forums relating to Toronto Paramedic Services. Your ability to effectively communicate and represent the paramedic services to the public will be essential in maintaining transparency and building trust.

### **Key Qualifications:**

1. Extensive experience serving as the primary official in charge of medical emergencies, public safety, and emergency management within a large governmental organization.
2. Demonstrated experience handling labour relations, leading and motivating a diverse, multi-functional workforce. Strong ability to foster teamwork, communicate a vision, engage team members, manage change, and establish an environment that promotes excellence.
3. Considerable experience with budget control, financial controls, allocating resources, and providing strategic financial planning.
4. Considerable experience in providing strategic advice and communicating with senior management and political staff on sensitive and confidential issues. Familiarity with municipal governance policies, relevant legislation, and municipal programs and services.
5. Sound knowledge and understanding of the principles and practices of high-performance paramedic services systems. Considerable experience in initiating, leading, and implementing proactive and progressive change within critical timeframes.
6. Ability to lead emergency response for major incidents within a 24/7 environment; ability to be on call 24/7.
7. Post-secondary education in a discipline pertinent to the job function or equivalent combination of education and experience.

### **Equity, Diversity and Inclusion**

The City is an equal opportunity employer, dedicated to creating a workplace culture of inclusiveness that reflects the diverse residents that we serve. Learn more about the City's commitment to [employment equity](#).

### **Accommodation**

The City of Toronto is committed to creating an accessible and inclusive organization. We are committed to providing barrier-free and accessible employment practices in compliance with the Accessibility for Ontarians with Disabilities Act (AODA). Should you require Code-protected accommodation through any stage of the recruitment process, please make them known when contacted and we will work with you to meet your needs. [Disability-related accommodation during the application process](#) is available upon request. Learn more about the City's [Hiring Policies and Accommodation Process](#).