

Superintendent, Paramedic Services - 2 Positions Health Services - Paramedic Services

Status: Regular Full Time

Salary Range: \$96,785 - \$120,979 *per annum, plus comprehensive benefits*

Work mode: Onsite

Location: 1600 Bovaird Dr E, Brampton, ON

Hours of work: 42 hours per week

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 recommendations 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 the role requires:

- 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
- Demonstrate a commitment to diversity, equity, and inclusion through continuous development, modeling inclusive behaviors, and proactively managing bias

Skills/Abilities:

- 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

Perks @ Peel and why you will love working for us:

- Comprehensive Health, Dental, Vision benefit plan including psychological health (effective start date)
- Automatic enrolment into OMERS pension plan
- Accrue Vacation on a monthly basis, up to 3 weeks per annum
- 3 Paid personal days and floating holidays
- Flexible hours supporting your wellness and wellbeing
- Annual performance review and merit increases based on performance
- Supportive leadership and a culture of respect and inclusion
- Access to tuition reimbursement and learning and development resources

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

You may have seen or heard Peel Region's presence in the media surrounding the announcement and legislation passed by the Ford government regarding the structure of our municipal government. At Peel Region, we value being open and transparent with our community, and want to ensure you are informed and up to date. Regardless of governance models that support the residents of Peel, skilled and qualified talent is, and will be, needed to deliver services to the community that we serve. Peel Region remains committed to working with all partners, providing information to inform decisions. For additional information and latest updates about the governance announcement, please visit our [News Release](#) webpage.

If this opportunity matches your qualifications and experience, please apply on-line.

As part of the Region's ongoing commitment to health and safety, there are enhanced COVID-19 specific safety protocols and/or personal protective equipment requirements (e.g. masks, eye protection, etc.) in place to help protect health and safety. The additional requirements are determined based on the nature of the work being carried out.