



Region of Waterloo

Job Number:

J1223-0161

Job Type:

Permanent Full Time

City:

Waterloo

Job Category:

Paramedic Services

Number of Positions:

1

Department:

Public Health and Paramedic Services

Division:

Paramedic Services

Hours of Work:

42

Union:

Management/Management Support (Non Union)

Grade:

5

Salary Range:

\$42.70 - \$53.37/Hour

Our Story:

Committed to fostering opportunities for current and future generations, the Region of Waterloo is an inclusive, thriving and sustainable region of connected rural and urban communities with global reach. Our mission is to serve, engage and inspire, by delivering quality services to a diverse population of 630,000+, while creating a healthy, collaborative environment of learning, respect and innovation.

This is a place where employees are valued and recognized for their talents and contributions to our success. Our employees take pride in making a difference in people's lives through the work that we do. We are looking for people like you to help make it happen.

Our Team:

The Region of Waterloo Paramedic Services (PSV) is committed to providing excellence in patient care, achieving the fastest possible response times, and ensuring that there are systems in place that are responsive to the needs of patients. We are also committed to serving the community and its patients with compassion, care, dignity and professionalism.

The Opportunity:

This vital role in Paramedic Services will lead strategic planning, research, analysis, development, evaluation, and implementation of wellness programs that support the psychological and physical health of paramedics.

The Paramedic Wellness Specialist will provide expertise to develop and recommend standards, policies and practices that will have positive impacts for Paramedic Services and employee health outcomes.

Responsible for coordinating and delivering wellbeing training and education programs, providing administrative support to the Peer Support program, and collaborating on proactive and preventive measures and programs, ensuring alignment with legislative requirements for psychologically healthy workplaces.

Apply your Knowledge, Skills & Abilities:

Provides expertise, advice, and support to senior management in sustaining effective wellbeing programs, policies, and practices for Paramedic Services, including resources, culture, and leadership commitments.

Develops strategic plans for mental health and wellbeing programs and initiatives, including Peer Support program.

Leads research, development, implementation, continuous promotion, and evaluation of employee wellness and mental health programs, projects, and initiatives, specifically for paramedics. Collaborates with departmental and divisional supports for research, data analysis, communications, and related activities.

Develops project plans, communications strategy, and materials for programs and initiatives, and leads projects to completion. Works collaboratively with stakeholders to draft and approve key messages and materials for a variety of channels/mediums to raise awareness, engagement, and impact (e.g., scripts for roll-call, messages, posters, presentations). Speaks to, represents, and champions programs, initiatives, and goals.

Conducts analysis and assessments to identify trends and determine psychological needs and areas requiring planning and support.

Works closely with other program areas and corporate health, safety, and wellness staff to exchange information, develop program changes, and collaborate on efforts for integration with other systems and programs.

Develops and maintains mental health and wellness education programs, including training and resources. Coordinates and/or delivers training to staff and management.

Provides administrative and other forms of support for the Peer Support program, in alignment with program goals and mandate. Chairs meetings, facilitates discussions and agenda, and provides information, expertise, and guidance to committee as requested.

Collaborates with Disability Management Advisor(s) and Return to Work Coordinator(s) on capacity building for resiliency and other proactive and/or preventive measures, including safe return to work procedures. Ensures procedures and practices comply with legislation for first responders and associated programs for work-related post-traumatic stress disorder (PTSD) and psychologically healthy workplaces.

Acts as a resource/consults on workforce transition plans for employees returning to work from an occupational stress injury. Recommends and implements/facilitates measures, and provides guidance and support to employees as part of the reintegration process.

Develops, maintains, and monitors databases to identify needs and trends, and prepares reports.

Researches workplace wellbeing issues, health promotion, and psychological health and safety standards and best practices

Maintains and coordinates resources for program delivery. Maintains partnerships with organizations supplying resources for mental health support (e.g., CAMH).

Assists to administer contracts with vendors and consultants (e.g., education, research, clinical psychologist). Provides input for program resources, and makes purchases, per approval.

Liaises with management, Human Resources, community colleges, regulatory bodies, government and external agencies, vendors, contractors, and the public to research and develop education manuals and materials, and strengthen educational programs.

Promotes, develops, and maintains strong linkages with program partners and stakeholders to foster development, maintenance, and support for programs and activities. Responds to inquiries from staff and/or resolves difficult or highly sensitive issues.

Participates on and/or leads related committees, meetings, task forces, working groups, and special projects, as directed.

Performs related duties as required.

Apply Your Experience at the Region of Waterloo:

Knowledge and skills are normally acquired through a diploma or degree in paramedicine, and related experience, ideally with lived experience as a paramedic.

Must have training and/or experience working on a variety of mental health initiatives, such as Road to Mental Readiness (R2MR), Working Minds, Boots on the Ground, Before Operational Stress, or Peer Support.

Knowledge of workplace and psychological wellbeing issues, principles, approaches, best practices, and services, as well as health promotion principles and practices.

Understanding of mental health issues experienced by first responders as a result of occupational stress and trauma. Knowledge of paramedic services operations.

Equivalent combination of education and experience may be considered.

Ability to maintain discretion and confidentiality regarding employee information.

Knowledge of legislation, standards, and best practices, including occupational stress/PTSD prevention strategies, CSA Standard for Psychological Health & Safety in Paramedic Services, and the Occupational Health and Safety Act. Ability to keep knowledge current.

Project management skills to develop scope, plans, and requirements, including communications and resources. Ability to turn plans into action, see projects through to completion, and achieve program goals.

Research and analytical skills to identify needs and develop, plan, maintain, and evaluate programs and projects that support psychological and physical health for paramedics. Ability to coordinate and collaborate with internal and external partners, including on delivering specialized wellbeing training and education.

Leadership skills to build and maintain trust, cultivate engagement, and drive vision and purpose.

Human relations, communications, facilitation, presentation, and collaboration skills to maintain effective working relations with stakeholders; facilitate discussions, leveraging diversity and differences; deliver training; present information and promote programs and initiatives; and participate as an effective team member.

Ability to write/draft clear, concise correspondence, reports, policies, resources, grant proposals, and recommendations, including evaluations and summaries of research and analysis to guide program development, strategic planning, and continuous improvement.

Computer skills with ability to use software such as Microsoft Office.

Ability to work outside regular business hours, as required.

Must have a valid Class G driver's license (or G2 with 3 years of driving experience) and acceptable driving record to operate a region-owned vehicle. Ability to travel within and outside Waterloo Region.

Ability to support and demonstrate the Region's values.

In addition to offering a competitive compensation package, we have a strong focus on health and wellness, including fitness facilities and family-focused benefits.

The salary of this position ranges between \$93,256.80 - \$116,560.08 per annum (Grade 5 on the Management & Management Support wage scale).

We thank all applicants in advance; however, we will be corresponding only with those selected for an interview.

The Region of Waterloo is an equal opportunity employer committed to an inclusive, barrier-free recruitment and selection process. At the Region, we respect, encourage and celebrate our diversity. The Region of Waterloo is committed to providing accommodations throughout the recruitment process. If you require an accommodation, please notify us and we will work with you to meet your needs.

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