

THE CORPORATION OF THE COUNTY OF BRANT NOTICE OF POSITION VACANCY

POSITION: Director/Chief of Paramedic Services
DEPARTMENT: Emergency and Protective Services
REPORTS TO: General Manager of Emergency and Protective Services
LOCATION: Initial Placement – Paramedic Headquarters, Brantford

Administered by the County of Brant (County), the Brant-Brantford Paramedic Service provides paramedic services to the residents of both the County of Brant and the City of Brantford. Reporting to the County's General Manager of Emergency and Protective Services, the Director/Chief of Paramedic Services is responsible for strategic and operational leadership of the Brant-Brantford Paramedic Service, ensuring high-quality, compliant and innovative service provision.

Minimum Qualifications:

- Post-secondary education in paramedicine or related field. Current certification as Primary Care or Advanced Care Paramedic in the Province of Ontario preferred.
- Post graduate degree in health care administration, public administration, business administration or a related field preferred.
- Minimum seven years of experience in the Paramedic Services field, preferably in progressively responsible supervisory positions within a municipal unionized environment.
- Significant knowledge of Ambulance Act and Regulations, Patient Care Standards, dispatch procedures and protocol, MOH policy, protocol, and funding parameters, Vehicle/Equipment Standards, Human Rights Code, OHSA, related employment and labour legislation.
- Excellent leadership abilities and capable of promoting harmony, good morale and encouraging teamwork.
- Dedicated to a high degree of professionalism, integrity, and setting standards of excellence.
- Demonstrated strategic planning, mediation, collaboration, and negotiation skills with strong political acumen.
- Advanced analytic ability and critical thinking skills to ensure compliance with standards and continuous improvement in service delivery.
- Proven knowledge of financial management strategies including budgeting, budget tracking and procurement.
- Proven ability to apply and implement safe work practices.
- Excellent verbal and written communication skills, with the ability to handle confidential matters with discretion.
- Demonstrated public relations, organizational, problem solving, and change management skills.
- Knowledge and experience in emergency planning and management. IMS 300 or willingness to obtain.
- Valid G driver's license complete with acceptable driver's abstract. Class F is preferred.
- Valid and acceptable police records check including vulnerable sector check.

Duties:

- Lead and mentor a diverse and multi-disciplinary team, fostering a healthy and productive workplace culture.
- Direct, implement and manage Paramedic Services by ensuring all activities are conducted in accordance with all applicable legislation, regulations, standards and policies.
- Interact in a cooperative manner with the Ministry of Health and Long-Term Care, Hamilton Central Ambulance Communications Centre, and the local Base Hospital Program (CPER).
- Provide advice and guidance to the County's Senior Management Team and to County Council.
- Manage quality measures and training oversight to the highest standard of efficiency and effectiveness.
- Develop plans and long-range strategies to address future requirements of the Paramedic service, including recommendations for staffing levels, location site selections, fleet and equipment, etc.
- Create positive labour relations in a unionized environment including participation in resolving grievances and in the collective bargaining process.
- Oversee preventative maintenance program for vehicles, facilities and equipment.
- Analyze call data statistics to ensure compliance with standards, and devise and implement new procedures or systems.
- Implement, control and monitor health & safety procedures and programs, corporate policies, directives, and agreements.
- Prepare and present reports to Council and applicable Committees.
- Develop, prepare and implement the budget for the Paramedic Services.
- Liaise and establish positive partnerships with external agencies and stakeholders to positively impact patient care, employee relations and financial resources/obligations.
- Effectively manage human resources of the service including oversight of recruitment activities, staff recognition and performance management in adherence with the collective agreement as applicable.
- Serve as a member of the County/City Emergency Control Group and respond to Emergency Operations Centre activations.
- Ability to work a flexible schedule, evenings and weekends as required.
- Other duties as assigned.

Annual Salary Range: \$164,455 - \$192,392 (Grade 14)

35 hours per week

Please visit www.brant.ca/careers to apply for this job opportunity.

Application deadline: 9:00 a.m. Wednesday, July 30, 2025

Date of Posting: Thursday, July 10, 2025

The County of Brant is committed to providing accommodations for persons with disabilities. Accessibility accommodations are available for all stages of the recruitment process. If contacted for an employment opportunity, please advise the County if you require accommodation.

We thank all applicants and advise that only candidates to be interviewed will be contacted. Personal information submitted is collected under the Municipal Freedom of Information and Protection of Privacy Act.