



THE CORPORATION OF NORFOLK COUNTY – JOB POSTING

Posting #: OPSEU 1.26 (15 vacancies)

Position: Primary Care Paramedic

Status: Permanent Part Time

Employee Group: OPSEU

Salary: \$41.931 - \$44.513 / hour

Division: Emergency and Social Services

Department: Paramedic Services

Reports To: Superintendent(s), Paramedic Services

Location: Norfolk County

Posting Period: December 23, 2025 – January 29, 2026



How to Apply:

Note: Please ensure you review all application dates and deadline information provided as we are not able to proceed with incomplete applications.

Follow the link below via Google Chrome for the application process:

How to apply:

Follow the link below for the application process through Google Chrome or Microsoft Edge:

<https://apply.workable.com/j/16804256B9>

- If you are electing to include a cover letter, the cover letter and resume must be uploaded as 1 file.
- Ensure the file extension for your resume document is .doc, .docx or .pdf

Find out more information about Norfolk County here: [Employment at Norfolk County - NorfolkCounty.ca](https://www.norfolkcounty.ca)

Dear Candidate,

We are pleased that you are entering the Primary Care Paramedic recruitment process with Norfolk County Paramedic Services. The recruitment process for this recruitment is outlined for your information. Only those candidates deemed qualified will be invited at each step of the process. Please ensure you monitor your email spam folder to ensure you do not miss communication. The recruitment process is outlined below with the goal of a May 11th start date.

Recruitment steps:

1. Written Exam:

- a. **Date:** February 5, 2026
- b. **Time:** 19:00-21:00 (EDT)
- c. **Format:** Virtual
- d. **Details:** If deemed qualified, you will receive a link to the virtual exam platform closer to the date.

2. Multiple Mini Interviews (MMI):

- a. **Dates:** February 24, 25, 27, 2026.
- b. **Duration:** 3 hours (09:00-12:00, or 13:00-16:00)
- c. **Location:** Delhi Administration Building, 183 Main Street of Delhi, Delhi ON.
- d. **Details:** If you are successful in the written exam, you will be invited to participate in the MMI. A link will be provided via email in advance and you will be required to select a date and time to attend.

3. Documentation

Please bring all required documentation to your MMI session. Documents will be verified at that time and copies made to build a personnel file should you be successful. If you are unsuccessful or withdraw at any time in the process, your documentation will be securely destroyed and not retained nor returned to you.

All paperwork must be submitted no later than March 20, 2026. Failure to do so will affect your offer of employment and onboarding.

Required documents include: Class F Driver's License, Drivers Abstract, College PCP Diploma (or expected graduation letter), Valid CPR HCP, AEMCA (or letter, or proof of exam registration), immunization forms (please note yellow cards are not accepted by the Ministry of Health), communicable disease declaration (form will be provided to you).

We look forward to your participation in the upcoming stages. Please advise if you require an accessibility accommodation, applicants must make their needs known in advance and at any point during the recruitment process.

Should you have any questions or require further assistance, please do not hesitate to contact me at the information below.

Position Description:

Provide primary emergency medical care and transportation for ill and injured patients to and from health care facilities by conducting patient assessments, evaluations, prioritizing and providing patient care in accordance with basic and advanced life support standards, guidelines, and Policies throughout Norfolk County.

Knowledge and Skill:

- A diploma from an approved Ontario Primary Care Paramedic training program OR a letter of good standing (students).
- Hold the qualification of, or have obtained a pass standing, in an advanced emergency medical care assistant examination (A-EMCA), or equivalent, as outlined in the Ambulance Act O. Reg. 257/00. OR eligible to write AEMCA exam for June 2026, and within 210 days of program completion.
- Have a valid CPR certificate (BLS or HCP or ACLS). Must be valid until April 30, 2026.
- Must successfully complete any/all requirement and become fully certified by the Centre for Paramedic Education and Research (CPER) with Hamilton Health Sciences Base Hospital Program
- Possess and maintain all qualifications as specified under the Ambulance Act and Ontario Regulation 257 requirements for employment.
- Ability to exert heavy physical effort required to treat and move patients, deliver medical equipment or sort inventory at station and in ambulance.
- Must possess and maintain a valid Class "F" Ontario Driver's Licence or equivalent from another province and able to transfer.
- Must be willing to obtain IV certification when next available course is offered.
- Must be flexible to work days, evenings and/or weekends. As per the collective agreement with OPSEU Local 279 Article 16.09b Part-time Paramedic availability is summarized as follows:
 - **Provide availability and non-availability on a monthly basis, utilizing current scheduling software as prescribed by the Employer at least sixty (60) days prior to the beginning of each calendar month.**

- **Provide and maintain availability for at least twenty (20) shifts in a period of two (2) consecutive calendar months. Provide and maintain at least five (5) of these submitted shifts of availability in a period of two (2) consecutive calendar months on weekends. For every shift that a paramedic is available, it does not guarantee that a paramedic will be offered a shift.**
- Understand and accept that any availability submitted is for any and all bases across Norfolk County

Skills and Abilities:

- Demonstrated ability to effectively communicate, both orally and in writing.
- The ability to exercise sound judgment in emergency situations.
- Courteous and effective skills in dealing with the public.
- All candidates are required to complete and successfully pass an approved physical evaluation prior to employment (OPPAT or OPLE) (results after July 31, 2025 will be accepted).
- Must complete a Vulnerable Sector Police reference check (when requested, not required with application), which is satisfactory to Norfolk County, at your expense. An original is required to be provided when required.
- Must complete immunization information once provided
- A Driver's Abstract will be required to be provided. Your Driver's Abstract must be satisfactory to Norfolk County in addition to meeting the Ambulance Act Regulations and requirements.

The Corporation of Norfolk County is an equal opportunity employer. Accessibility accommodations are available for all parts of the recruitment process. Applicants need to make their needs known in advance.

Successful applicants are required to provide the Employer with a current Criminal Record Check, including a Vulnerable Sector where required and verification of education.

Thank you for your interest in this position. Only those invited to the first step of the written exam will be contacted.