

Commander – Operations & Logistics

Primary Work Location: Bruce County Paramedic Headquarters, Port Elgin, ON

Employment Type: Permanent, Full time

Who We Are

Welcome to Bruce County! We are located within the traditional territory of the Saugeen Ojibway Nation, which includes the Chippewas of Saugeen First Nation and the Chippewas of Nawash Unceded First Nation. We are a community where excellence, opportunity, and exploration come together amidst the natural beauty of Southwestern Ontario. Nestled between Lake Huron and Georgian Bay, our community thrives in stunning landscapes, from tranquil rivers and iconic lighthouses to bright starry skies. Home to nearly 75,000 residents in predominantly rural communities, Bruce County offers a unique blend of small-town charm and big opportunities, Bruce County is a place where you can work, live, and explore to no end.

Guided by our vision of being a welcoming, thriving community committed to the well-being of current and future generations, Bruce County fosters innovation, sustainable growth, and collaboration. As an upper-tier municipality, Bruce County provides essential services that shape the daily lives of our residents across 12 towns and communities. Our responsibilities include housing, childcare, Ontario Works, infrastructure, paramedic services, and long-term care homes, as well as cultural and recreational programs through our libraries and museum. In everything we do, we uphold our core values: excellence, welcoming community, good governance, environmental stewardship, and financial sustainability.

As one of Southwestern Ontario's Top Employers, joining our team means becoming part of a dedicated group of public servants committed to making a meaningful difference. At Bruce County, you'll find opportunities to grow your career, contribute to impactful solutions, and help shape a sustainable future—all while enjoying the exceptional lifestyle this remarkable region offers. Explore with us—your journey starts here.

What You'll Do

Reporting to the Director/Chief of Paramedic Services, the Commander – Operations & Logistics is responsible for management and support to the Superintendents - Operations as well as oversight of day-to-day operations for Bruce County Paramedic staff in their delivery of patient care. Documentation and reporting, consistent with the Ambulance Act and related Regulations to meet legislative requirements, is a key function. The Commander – Operations & Logistics will provide logistical management support to Superintendents and ensure delivery of quality emergency pre-hospital care and non-emergency medical transportation. The Commander – Operations & Logistics will, on occasion, perform the duties of the Superintendent - Operations when first on scene or as required. This role will provide strategic leadership and oversight for logistics, fleet, and equipment functions supporting Paramedic Services operations.

What We're Looking For

Education & Experience

- Two-year post-secondary diploma in Paramedicine
- Minimum of five (5) years of progressive Ambulance Operations Management experience
- Three years of supervisory or management experience

Skills & Abilities

- Knowledge of staff management techniques, scheduling, and ambulance fleet requirements and standards
- Strong understanding and knowledge of the various legislation and regulations that relate to the effective operation of an ambulance system
- Knowledge and ability to assist in the development of quality pre-hospital care system
- Ability to delegate, set expectations, and monitor progress of all direct reports
- Strong background in Microsoft computer skills and capabilities
- Ability to identify issues and implement creative and strategic solutions to overcome problems
- Ability to identify measures of performance and actions needed to improve or correct performance
- Ability to plan, organize, develop, implement, and interpret goals, objectives, and policies
- Ability to remain calm and poised in urgent situations
- Ability to supervise and motivate a team to achieve and exceed their goals
- A well-defined sense of diplomacy, including solid negotiation, conflict resolution, and people management skills
- Demonstrated time management skills
- Effective leadership skills, with a strong focus on mentoring and motivation of employees
- Experience with coaching and employee development
- Sound analytical thinking, planning, prioritization, and execution skills
- Strong formal and informal leadership skills
- Current certification as an Advanced Emergency Medical Care Assistant (AEMCA)
- Current, clean Class "F" driver's license
- Clean Vulnerable Sector Criminal Reference Check

What We Offer

- Competitive Salary: \$110,165 - \$129,602 per annum
- Hours per week: 35 hours
- 100% Employer Paid Health Benefits
- Dental Benefits
- OMERS pension with equal employer match
- Employee & Family Assistance Program (EFAP)

- Paid vacation days, increasing with years of service
- Paid health and wellness Leave
- Parental leave top up program
- Professional development opportunities
- Employee recognition programs

Apply by: April 7, 2026

Join Us!

Your Career, Our Community: Let's build a Welcoming and Sustainable Bruce County Together!

If you're excited about this role but your experience doesn't perfectly align with every qualification in the job posting, we encourage you to apply anyway. You could be the ideal candidate for this or other opportunities. At Bruce County, we celebrate diversity and are committed to building an inclusive, and genuine workplace where everyone has the opportunity to thrive.

We are dedicated to fostering an equitable, accessible, and welcome environment where all individuals feel valued and supported. Bruce County provides equal employment opportunities to all candidates, including those with disabilities, ensuring that our recruitment, selection, and onboarding processes are barrier free and fully accessible. If you require accommodations at any stage of the hiring process, please contact us at employment@brucecounty.on.ca.

The successful candidate for this opportunity will be chosen based on their relevant education, experience, knowledge, and skills, as well as a competency-based interview and formal background reference checks. We thank all candidates for their interest, however, only candidates selected for interviews will be contacted.

This posting is for an existing vacancy.