

ADVANCED CARE PARAMEDIC

(FOR THE POSITION OF CCP RECRUIT)

Reference #: 2026-45

Strong. Proud. Uplifting.

At Ornge, we believe that ordinary people can do extraordinary things.

Each day, we connect communities with critical care across Ontario, Canada. In the air and by land, our teams deliver equity in emergency response, uplifting the lives of those in our care.

We are excited to onboard individuals who bring energy, enthusiasm, and professionalism to our growing group of difference-makers and life-changers.

Discover Ontario, Canada, and an exciting career with Ornge.

Position Title	Advanced Care Paramedic (For the Position of CCP Recruit)
Department/Section	Paramedic Operations
Employment Status	Permanent Full Time
Salary	\$50.03/hour represents the starting rate for a CCP Recruit as per the UNIFOR Collective Agreement; additional details and progression will be discussed during the interview process.
Location	Northern Bases Including Moosonee, Kenora, Sioux Lookout, Thunder Bay, and Timmins
Hours of Work	40 hours per week
Posting Open Date	April 1, 2026
Posting Close Date	April 30, 2026

****Information Session & Anticipated Recruitment Timelines****

We are pleased to announce that we will be hosting live Information & Q&A Sessions on April 9th & 20th. Please register for the events using the links provided below:

<https://bit.ly/CCPRecruitApr9>

<https://bit.ly/CCPRecruitApr20>

In addition, we are excited to share the key dates for our upcoming Paramedic Recruitment Process:

- Online Entrance Testing: Week of April 27th, 2026
- Interviews: Week of May 11th, 2026
- Anticipated Program Start Date: August 31st, 2026

Uplifting Your Career at Ornge

We are currently hiring CRITICAL CARE PARAMEDICS possessing current, active CCP certification in Ontario, or equivalent certification in another Canadian jurisdiction for base locations across Ontario, including remote and Northern locations. Critical Care Paramedics hired into full-time positions and meeting necessary requirements of experience and proficiency will be required to complete any identified training and certification to the Critical Care Paramedic level with Ornge's Base Hospital. Successful candidates will be required to re-locate to base locations as assigned by Ornge, including remote and Northern Ontario locations in Ontario, Canada.

Position Summary:

The incumbent is responsible for the initiation and provision of treatment, stabilization and safe transport of critically ill and injured urgent and non-urgent patients via air and, in some locales, land, and the completion of relevant documentation. The incumbent will perform duties related to maintenance of equipment and supplies and participate in maintaining a clean and safe work environment. The Flight Paramedic, practices with medical skills and knowledge in the transport environment within their scope of practice and adheres to all Ornge/MOH medical directives, policies and procedures. The Flight Paramedic supports and promotes the strategic vision and principles of Ornge.

Qualifications

- Minimum 2 years' active field practice as a paramedic; 5 years' active practice preferred;
- Possesses all qualifications and conditions as outlined in the Ambulance Act/Ontario Reg 257/00 including, at the time of application:
 - MOH Advanced Emergency Medical Care Assistant (AEMCA) certificate; or eligibility for Ontario equivalency.
 - Advanced Care Paramedic Program graduation certificate from a recognized institution.
 - MOH Advanced Care Paramedic certificate; or eligibility for Ontario equivalency; Note: Ontario MOH Paramedic Equivalency Process can be found here: https://www.health.gov.on.ca/en/pro/programs/emergency_health/edu/equiv.aspx.
 - Current Advanced Care Paramedic certification in good standing with a provincial Base Hospital or applicable regulatory body.
 - Current valid F Class (or higher) Drivers License or provincial equivalent with satisfactory Driver Abstract.
 - Current valid CPR for Healthcare Professionals and/or Advanced Cardiac Life Support (ACLS).
 - Current, valid immunizations and confirmation of freedom from communicable disease as outlined in MOH Ambulance Service Communicable Disease Standards.
 - Satisfactory Criminal Record Search current within 90 days.

- Completion of a Vulnerable Sector Screening process with a satisfactory result prior to or within 90 days of commencement of employment.
- Ability to successfully:
 - Certify at the ACP level with Ornge Base Hospital;
 - Complete pre-qualification requirements for CCP course admission;
 - Provide proof of completion of Ornge Aeromedical Theory Program;
 - MOH Aeromedical Theory Certificate.

Hours and Location of Work:

- Paramedics are required to work various shifts, including day and night shifts and weekends in a 24/7 environment, including days, afternoons and nights on weekdays, weekends, and statutory holidays;
- During the course of their shift duties, Paramedics may be required to overnight away from their home base;
- Successful candidates must live or be willing to relocate within the assigned base location city with the exception of Moosonee;
- Employees may be required to use respiratory protective equipment and they shall cooperate in attaining an effective fit of the equipment and in particular, be clean shaven to ensure an effective facial seal to provide for the health and safety of all employees.

Information Session

- Join us for a live Question and Answer session (date's & times TBD on all social media platforms). Please register for the event using the link provided.

Total Rewards:

- Comprehensive Health, Dental and Vision Benefit Plan.
- 24/7 Employee and Family Assistance Program.
- Premium Defined Benefits Pension Plan Automatic Enrollment.
- Personal Day & Vacation entitlements are in accordance with the UNIFOR Collective Bargaining Agreement.
- PERKS! Employee Promotional Programs relating to personal phone plans, furniture, home/car insurance, travel, fitness, attractions and more!

At Ornge, we are:

- Community connectors.
- Equity in healthcare.
- Strong in our convictions.
- Proud of the services we provide.
- Uplifting in our mission, values, and services.

You can expect us to be:

- Competitive in pay, benefits, vacation time and more.
- Promoters of diversity.

- Champions of inclusivity and accessibility.
- Committed to your career advancement.
- A tight-knit, supportive culture.

A bit about you:

- You are driven by our collective desire to make a difference.
- Excited by problem solving and excels at in-the-moment decision making.
- Teamwork has always been where you thrive.
- You are ready to put your skills into action in a fast-paced environment.

What's next:

- If you are ready to uplift lives, apply directly online.
- On apply, we'll send you an email on how to check your application status within Jobvite.
- Ornge is committed to providing accessible accommodations in compliance with Accessibility for Ontarians with Disabilities Act (AODA). Should you require accommodation through any stage of the recruitment process, please email us at HR@ornge.ca.
- Ornge encourages applications from candidates identifying as a member of a traditionally underrepresented group including First Nations, Métis, Inuit, and urban Indigenous peoples; Francophone persons; Black and racialized persons; members of 2SLGBTQIA+ communities; and persons with disabilities.
- Ornge communicates with candidates for job openings by email and does not incorporate AI technology in its recruitment process. Applicants are responsible to check their email for updates and ensure they can receive messages from unfamiliar senders. We send time-sensitive information via email; it is important for applicants to check their email frequently. If we do not receive a response from applicants, we will assume that they are no longer interested in the position, resulting in the removal of their application from the competition.

Are you ready to pursue a career that has a profound impact on communities across Ontario, Canada? **Join us.**

Ornge. Lives uplifted.