

Job Posting

Position: Commander (Community Paramedicine)
Service Area: Public Services
Department: Guelph-Wellington Paramedic Service
Employee Group: Non-Union
Status: Regular Full-Time
Posting Number: 26-R-12483

Position Summary:

Resumes are being accepted for the position of full-time Commander (Community Paramedicine), with the Guelph Wellington Paramedic Service. Reporting to the Paramedic Service Chief/Deputy Chiefs, the Commander is responsible for oversight and support of the Superintendents and indirect supervision of the paramedics in the delivery of patient care and reporting consistent with the Ambulance Act and related legislation. The Commander motivates, provides leadership, and mentors assigned Superintendents, ensuring effective teamwork, high standards of work quality, organizational performance, and continuous learning. This role is required to ensure Superintendents and Paramedics comply with organizational policies and procedures and all applicable legislation, regulations, standards, protocols, and practices. Guided by the goals and objectives of the City of Guelph Corporate Strategic Plan and committed to the Corporate Values of integrity, service, inclusion, wellness and learning, the candidate will aid in the achievement of the Community Vision for an inclusive, connected, prosperous city.

Eligibility to Apply:

- All employees are invited to apply.

Hours of Work:

- 42 hours per week. Shifts and rotational on-call is a requirement of this position including holidays and weekends. May be required to stand duty and respond during off duty periods.

Duties:

- Working towards organizational goals, and directing all assigned personnel, work within Paramedic Service administration to ensure service standards are maintained per the Ambulance Act, pertinent legislation, Municipal Acts, and Employment Standards.
- Provide direct oversight to the Guelph Wellington Paramedic Service Community Paramedic Program.
- Provide program leadership in alignment with applicable legislation, standards, and best practices for community paramedicine, including quality assurance, performance measurement, and data-informed decision-making.
- Manage and report on annual budgets and provide data and performance reporting to appropriate stakeholders.

- Liaise with community partners, healthcare providers, and system stakeholders to optimize patient outcomes and maximize program effectiveness.
- Work towards organizational goals while directing assigned personnel to ensure service standards are maintained in accordance with the Ambulance Act, relevant legislation, Municipal Acts, and Employment Standards.
- Ensure that employees work safely and in compliance with the relevant statutes and regulations.
- Participate in the review and development of the organizational structure, priorities, strategic and financial plans as well as goals and objectives.
- Oversee, develop, and update policies & procedures and internal guidelines as required.
- Work co-operatively with staff of the Central Ambulance Communication Centre (CACC), Ministry of Health (MoH) and Long-Term Care, local hospitals, base hospital, local fire and police departments and other related agencies.
- Participate in Municipal Emergency Control Groups and represents the service on other committees as required.
- May serve as incident commander during major public events and/or emergency situations.
- Provide support to the paramedic service certification process, peer support and engagement activities.
- Provide on-call support to on-duty Superintendents staff.
- Fills in for the Paramedic Service Deputy Chiefs/Chief, when necessary, on duty, and on call and performs related work as required.
- Performs other related duties as assigned.

Qualifications:

- Considerable knowledge and experience related to the duties listed above, normally acquired through the completion of a related post-secondary program and progressive skill and experience at an intermediate to senior level within Paramedic Service operations and administration. Candidates with an equivalent combination of education and experience may be considered.
- Considerable knowledge and experience related to paramedic service operations, with demonstrated leadership at an intermediate to senior level, including community paramedicine and program development.
- Demonstrated experience in program oversight, including budgeting, performance measurement, and evaluation.
- Excellent understanding of applicable legislation and standards governing paramedic services in Ontario.
- Proven leadership, communication, and relationship-building skills with the ability to engage internal and external stakeholders.
- Experience working in both unionized and non-unionized environments is preferred
- Strong leadership skills with the ability to delegate responsibilities, organize objectives, and evaluate subordinates' effectiveness.
- Must be qualified to work as a paramedic and meet all requirements of the Ambulance Act of Ontario. Must be able to obtain the necessary Base Hospital certification within a period specified by the employer.
- Working knowledge of all applicable acts, regulations, and standards regarding Emergency Health Services in Ontario including Ambulance Act, Highway Traffic Act, Coroners Act, Personal Health Information Protection Act/Health Information Protection Act.
- Training and/or experience with Multi Casual Incidents (MCI) would be an asset.

- Intermediate computer skills with MS Office, iMedic, Electronic PCR's, Automatic Vehicle locator, and CHRIS, Hypercare.
- Must possess a valid Class F license with a good driving record. Successful candidates will be required to provide a current driver's abstract prior to their start date to confirm their license is held in good standing and that it has not been suspended or revoked under the Highway Traffic Act (HTA) or Criminal Code of Canada in the last 5 years. The City of Guelph will take into consideration the number of demerit points and/or nature of the infractions to determine if it meets our requirements.

Notes:

- Applicants are required to demonstrate in their application how their qualifications match those specified above. Assessments based on all of the objectives and qualifications listed above will be a part of the interview, written and/or practical test and reference checking.

Want a bit of help preparing for your next career step?

- Information about our [recruitment process](#) is available on the [career paths](#) page on SharePoint. Please access these sites (including [resume tips and templates](#)) through your computer at work, or the shared terminal at your worksite.

Contact Information:

Human Resources Contact: myHR 519-822-1260 ext. 6947

How to Apply:

All interested internal candidates must apply online through the [iCIMS Internal Career Portal](#) by the closing date listed below.

The City of Guelph is an equal opportunity employer which values diversity in the workplace. We are therefore happy to accommodate any individual needs in keeping with the Ontario Human Rights Code and the Accessibility for Ontarians with Disabilities Act. If you require an accommodation in order to participate in the hiring process, please contact us to make your needs known in advance.

Non-Union Grade: 6 **Posting No:** 26-R-12483 **Rate:** \$116,578.42- \$145,723.03
Starting: April 21, 2026 **Closing:** April 28, 2026