



CRITICAL CARE PARAMEDICS

Reference #: 2026-49

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're 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 Available: Critical Care Paramedic (CCP) – Multiple Vacancies

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 Status: Permanent; Full-Time

Available Work Locations:

1) Sudbury Base
8555 Aviation Rd
Sudbury, ON P3L 1V4

2) Kenora Base
1621c Airport Rd.
Kenora, ON P9N 0B6

3) Sioux Lookout Base
9 Airport Road, PO Box 1347
Sioux Lookout, ON P8T 1B7

4) Thunder Bay Base
2027 Derek Burney Dr.
Thunder Bay, ON P7K 0A1

5) Timmins Base
RR #2, 4599 Airport Rd. Building 400
Timmins, ON P4N 7C3

Available Base Locations: Ottawa Air Base, Ottawa Land Base, London Base, Moosonee Base, Toronto Island Base, GTA Land Base, Peterborough Land Base, Chatham-Kent Land Base, Hamilton Land Base

Reporting To: Manager of Base and Chief Paramedic

Compensation: \$50.03/Hour Upon Hire; \$58.30/Hour - \$65.91/Hour in Accordance with the Unifor Collective Bargaining Agreement

Benefits: Comprehensive Group Benefits Package Plus Membership to the Healthcare of Ontario's Pension Plan (HOOPP)

Please visit our **Paramedic Careers website for more information: <https://www.ornge.ca/ccp>



Position Summary:

The incumbent is responsible for the initiation and provision of treatment, stabilization, and safe transport of emergent urgent and non-urgent patients via air and, in some locales, land, and the completion of relevant documentation. The incumbent will perform the general duties of a paramedic including assessment of the extent of injuries or medical illnesses of trauma victims, patients with respiratory and cardiovascular disease, overdose and poisoning victims, industrial accident victims and other ill or injured individuals to determine emergency medical treatment. The incumbent will administer pre-hospital emergency care to patients such as oxygen therapy, cardiopulmonary resuscitation (CPR), spinal immobilization, bandaging, splinting, intravenous (IV) treatments, and adjunctive equipment for ventilation and circulation. In addition, the incumbent will provide critical care treatment and intervention to patients in the pre-hospital and inter-facility settings, including but not limited to advanced airway management, mechanical ventilation, initiation and maintenance of pharmaceutical infusions, administration of blood and blood products, intra-aortic balloon pump (IABP) support and the provision of care to high risk obstetrical and neonatal patients. The incumbent will maintain emergency care equipment and supplies and participate in maintaining a clean and safe work environment. The incumbent will document and record the nature of injuries and illnesses and treatment provided, and will collaborate with relevant dispatch centres, hospital staff, and others to ensure relevant information is collected and proper treatment is administered. 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 1 year to less than 2 years active field practice as a paramedic;
- Possession of or eligibility for 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; MOH Advanced Care Paramedic or certificate or eligibility for Ontario equivalency;
 - All Paramedic Program(s) including Critical Care Paramedic Program graduation certificates from a recognized institution or training provider;
 - Evidence of current registration/authorization in good standing with provincial/service provider Base Hospital or applicable regulatory body for all levels of care, including Critical Care or equivalent;
 - Current or eligibility for valid F Class (or higher) Driver's License or provincial equivalent with satisfactory Driver Abstract;
 - Current valid or eligibility for CPR for Healthcare Professionals
 - Current valid Advanced Cardiac Life Support (ACLS) preferred;
 - 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:
 - Complete and submit pre-qualification requirements for Prior Learning Assessment (PLA)/ advanced standing in Ornge CCP course;
 - Complete of Ornge Aeromedical Theory Program and MOH Aeromedical Theory Certificate, available upon receipt of Ontario MOH A-EMCA;

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 assigned to Moosonee will be required to live in Ontario;
- Employees may be required to use respiratory protective equipment and they shall co-operate 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.

Foreign National Applicants

Are you a Critical Care Paramedic trained or practicing in Australia, New Zealand, South Africa, the United States of America, or the United Kingdom? We want to hear from you! Join our Information Session to learn more about us or apply now!

The Ontario Ministry of Health has established a process for employability in Ontario. Ornge is committed to working with these applicants to ensure a smooth transition. To learn more about the Paramedic Labour Mobility Equivalency Process, please contact us at InternationalCCP@ornge.ca.

Total Rewards:

- Comprehensive Health, Dental and Vision Benefit Plan.
- 24/7 Employee and Family Assistance Program.
- Premium Defined Benefits Pension Plan Automatic Enrollment.
- Two Paid Personal Days (Pro-Rated for Year 1).
- Accrued vacation time starting at three weeks per year.
- 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're driven by the desire to make a difference
- Excited by problem solving, you excel at in-the-moment decision making
- Teamwork has always been where you thrive
- You're 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 InternationalCCP@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.