

Commander – Community Paramedicine & Administration

Primary Work Location: Port Elgin/Walkerton, 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, Paramedic Services, the Commander – Community Paramedicine & Administration is responsible for the research, development, implementation, maintenance, and evaluation of the County's Community Paramedicine program, while ensuring effective and efficient administrative operations, including oversight of scheduling functions.

What We're Looking For

Education & Experience

- Qualifications as required by the Ambulance Act, Regulation 257, Part III, 8 to be employed as a Primary Care Paramedic.

- Successful completion of PCP or ACP Community College program or equivalent education.
- A University Degree in Health Sciences, Paramedicine, related field, or approved equivalent combination of education and experience is preferred.
- Formal training or education in leading and managing others is an asset.
- Minimum of five (5) years' experience as a Primary Care Paramedic.
- Preferably one to two (1-2) years' experience as a Community Paramedic.

Skills & Abilities

- Experience supervising staff or leading work teams, preferably in a unionized environment.
- 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.
- Satisfactory Police Record Check (including vulnerable sector screening) must be provided at time of hire.
- 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 (PHIPA)/Health Information Protection Act.
- Ability to meet the physical requirements of the position.
- Must be in good standing with all Bruce County Paramedic Services requirements for operational, training and quality assurance requirements.
- Must hold and maintain ALS Certification through the Southwest Ontario Regional Base Hospital Program in all approved Delegated Medical Acts and be in good standing without unresolved patient care issues.
- Strong understanding of Community Paramedicine projects and processes in place across Ontario as well as how the Bruce County strategic plan relates to Community Paramedicine.
- Demonstrated knowledge and experience in the application of electronic patient care reporting resources and system tools for monitoring and analysis of patient care and documentation.
- Demonstrated knowledge of relevant legislation, standards, and medical and emergency response procedures pertaining to ambulance services and emergency dispatch systems and protocols.
- The ability to develop strong relationships internally with paramedics, administrative and management staff with advanced public relation skills.
- The ability to develop strong relationships externally with allied care planners and providers, Ministry representatives, and community members with advanced public relation skills.
- Advanced understanding of relevant legislation and requirements including but not limited to patient privacy and information sharing practices within Paramedic Services and among

external partners such as allied healthcare planners and providers, Primary Care Providers, and others collaborating within a shared model of care.

- Advanced computer skills including familiarity with the Office 365 suite and ability to learn and use a variety of technological hardware and software (i.e. remote care monitoring, electronic medical records such as Prehos and InterDev, Health Provider Gateway, COvaxON, etc.)
- Ability to identify and resolve areas of conflict with tact and diplomacy.
- Ability to demonstrate leadership to effectively coach and provide support to other colleagues.
- Ability to work collaboratively with stakeholders and their existing systems so one must not have any existing issues which may interfere with collaboration and the sharing of PHIPA information.
- Demonstrated excellent interpersonal, verbal, and written communication skills.
- Ability to be organized, highly flexible, and perform duties with minimal supervision.
- Excellent time management skills, the ability to be versatile, adjust quickly in a fast-paced environment to multiple work patterns as she/he provides support to nurses, physicians, and community partners.
- Experience in the development and delivery of adult education as it relates to the Community Paramedicine program.
- Demonstrated supervisory, management, training, and/or leadership skills as an asset.

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: June 16, 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.