



Employment Opportunity

Internal/External

August 26, 2026

* Pension *Competitive Benefits *Employee Assistance Program *Staff Appreciation Events *Training
*Mentorship Opportunities *Employee Wellness *Peer Support Team *Annual Wage Increases

Superintendent (Full-time) Posting # 2026-82

Existing Vacancy

Hours of Work: 72 hours biweekly as scheduled

Salary: \$108,126.72 to \$126,472.32

Primary Location: Napanee Base

Closing Date: September 9, 2026

Why work with us:

We believe in empowering people to live their best lives – not only the people in the communities we serve, but also our employees. Your work will have a meaningful impact in creating a supportive and inclusive environment where individuals and families flourish. We prioritize workplace well-being, continuous growth, and a culture where every employee feels valued and inspired.

What you will do:

Reporting to the **Deputy Chief**, you will play a vital role in supporting our mission to enhance the well-being of the individuals and communities we serve. Your key responsibilities will include:

- Initiating appropriate actions to ensure excellence in ambulance services and patient care;
- Ensuring the operational readiness of vehicles, equipment and staff;
- Ensuring Health & Safety procedures are followed;
- Ensuring a sufficient inventory of supplies for the County's ambulance service;
- Liaising with allied emergency services, training agencies and healthcare facilities;
- Responding to public inquiries and/or complaints regarding ambulance service;
- Supervise base operations and staff, including assignment of shift duties;
- Performing paramedic responsibilities as first response as required;
- Acting as the service's Duty Officer as required.

What you will bring:

We are looking for someone who shares our **passion for helping people live their best lives** and brings:

- Current certifications required to work as a Primary or Advanced Care Paramedic;
- Good interpersonal and communication skills with the ability to work effectively as part of a team;
- General proficiency with computers;
- Demonstrated ability to provide effective oversight of paramedic staff;
- Must be able to meet the physical and mental requirements of this position;



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- Satisfactory criminal reference/vulnerable sector check required;
- Safe driving record and the ability to operate emergency medical service vehicles safely;
- Ability to work all shifts, maintaining a good attendance record;
- Supervisory and/or Team Lead experience;
- Experience in adult education, training and education program delivery;
- Experience in Health & Safety compliance;
- Familiarity with community paramedic operations.

Join Us & Make a Difference – [Apply now!](#)

The County of Lennox & Addington is committed to being a diverse and inclusive employer, creating workplaces that welcome, value, and respect the diversity of employees and support them to actively engage in the workplace and reach their full potential.

Accommodations are available throughout all stages of the recruitment process, and we encourage applicants to access supports that may be needed. To request an accommodation, please call the County's Human Resources Department at 613-354-4883, and we will work with you to meet your needs. Applicants advancing to the next stages of the recruitment process will be provided with additional opportunities to make their needs known.

Personal information is collected under the authority of the Municipal Freedom of Information and Protection of Privacy Act for the purpose of applicant selection. We thank all applicants for their interest; however, only those selected for an interview will be contacted.



Helping People Live Their *Best Lives*