



Posting Dates: September 4, 2026 – September 18, 2026

Superintendent, Peel Regional Paramedic Services

Status: 3 Regular Full Time

Salary Range: \$120,401.00 – \$150,501.00 per annum

Hiring Rate: \$120,401.00 – \$135,451.00 per annum (plus comprehensive benefits, where applicable)

Work Mode: Onsite

Location: Various Peel Regional Paramedic Services Reporting Stations throughout Peel Region, as assigned

Hours of Work: 42 hours per week

- **Day Shift: 5:00 a.m. to 5:00 p.m.**
- **Night Shift: 5:00 p.m. to 5:00 a.m.**



Who We Are:

At Peel Regional Paramedic Services, we serve one of Ontario's largest and most diverse communities with unwavering commitment, compassion, and clinical excellence. Every day, our 700+ paramedics and staff deliver high-quality emergency medical care, driven by our mission to provide the right care at the right time in the right place.

To continue delivering on this commitment and advancing excellence in frontline service delivery, we are looking for an experienced and inspiring leader to join our team.

Are you a dynamic paramedic leader who thrives in fast-paced environments, leads with confidence, and is passionate about delivering exceptional patient care? Peel Regional Paramedic Services is seeking a **Superintendent, Operations** to help shape the future of paramedic service delivery while supporting and developing high-performing teams.

As a Superintendent, you will play a critical leadership role in overseeing frontline operations, supporting paramedics, managing resources, and ensuring the highest standards of clinical excellence across one of Canada's busiest emergency medical services.

Lead. Inspire. Respond. Make a Difference.

What You'll Do:

Lead Operational Excellence

- Oversee daily paramedic operations to ensure safe, effective, and timely patient care.
- Monitor system performance and staffing levels to improve response times and service delivery.
- Manage operational resources including stations, vehicles, equipment, and inventory.
- Coordinate vehicle deployment, maintenance, and service readiness.
- Build strong relationships with hospitals, emergency services, government partners, and community stakeholders.

Command, Coordinate & Respond

- Serve as the initial Incident Commander during major events, emergencies, and large-scale incidents.

- Provide leadership and coordination with police, fire, healthcare partners, and other responding agencies.
- Act as a senior operational resource during complex situations while maintaining focus on public and patient safety.
- Deliver direct patient care and perform delegated medical acts when operationally required.

Develop and Support People

- Provide leadership, coaching, mentoring, and performance management for frontline paramedics.
- Foster a culture of accountability, professionalism, inclusion, continuous learning, and innovation.
- Support employee wellness and act as a resource during critical incidents and challenging workplace situations.
- Manage scheduling, staffing, attendance, vacation, and overtime requirements.
- Work collaboratively with union representatives to resolve issues proactively and professionally.

Ensure Quality & Compliance

- Promote excellence in patient care through clinical oversight, investigations, audits, and quality improvement initiatives.
- Support continuing education, professional development, and regulatory compliance.
- Conduct operational, clinical, vehicle, facility, and equipment audits to ensure organizational readiness.
- Maintain compliance with applicable legislation, policies, and safety standards.
- Participate in recruitment, hiring, onboarding, and retention activities

Required Qualifications:

- Diploma in Paramedicine, Ambulance and Emergency Care, or equivalent.
- Current **AEMCA** certification.

- Current **Base Hospital certification** for delegated medical acts as a Primary or Advanced Care Paramedic.
- Experience leading or supervising employees, preferably within a unionized environment.
- Valid Ontario **Class F Driver's Licence** and eligibility to meet all requirements of the Ambulance Act and associated regulations.

Skills & Experience:

- Strong leadership, communication, and relationship-building abilities.
- Demonstrated ability to make sound decisions under pressure in rapidly changing environments.
- Experience conducting investigations and addressing operational, clinical, and employee-related concerns.
- Proven ability to manage competing priorities while maintaining a focus on service excellence.
- Commitment to fostering a safe, respectful, and high-performing workplace culture.

Why Join Us?

At Peel Regional Paramedic Services, you'll have the opportunity to lead talented professionals, influence system-wide improvements, and make a meaningful impact on both patients and paramedics every day. If you're ready to take your leadership to the next level and help shape the future of emergency medical services, we'd love to hear from you.

Perks @ Peel and why you will love working for us:

- Comprehensive Health, Dental, Vision benefit plan including psychological health, effective start date.
- Automatic enrolment into OMERS pension plan (where applicable).
- Accrue Vacation on a monthly basis (where applicable) starting at 3 weeks per annum.
- 3 Paid personal days and floating holidays.
- Flexible hours supporting your wellness and wellbeing.
- Annual performance review and merit increases based on performance (where applicable).

- Supportive leadership and a culture of respect and inclusion.
- Access to tuition reimbursement (where applicable) and learning and development resources.

Be bold. Think big. Join us.

The Region of Peel offers job based flexible hours of work that allows employees to manage personal and professional responsibilities while at the same time ensures business operational needs and customer service expectations are achieved.

Interview: Our recruitment process will include in-person interviews.

Kindly ensure to regularly monitor your spam and junk email folders, as important communications regarding your application may be directed there.

If this opportunity matches your qualifications and experience, please apply on-line.