

Paramedic Superintendent Permanent Full-Time

Espanola, ON

Internal/External Posting

Posted: October 24th, 2026

Competition:# 2026-14-PS

A completed [Pre-Hire Package](#) must be completed and submitted with your resume to be considered as a candidate for this position.

About us

Manitoulin-Sudbury District Services Board (DSB) is looking for a self-motivated & energetic individual to join our industry-leading organization which works towards the delivery of high-quality services and programs to the residents of Manitoulin-Sudbury districts. Created by the provincial government, the DSB is responsible for overseeing and managing a range of services divested to the municipal order of government, including Ontario Works, Community Housing, Paramedic Services (Land Ambulance), Non-Urgent Patient Transportation, and Early Learning and Child Care Services.

Our DSB is looking for your help to ensure the efficient delivery of services to the residents of Manitoulin-Sudbury districts. Be part of an organization that strives to provide quality services that meet the needs of our communities, and we work hard to ensure that the programs we offer are accessible and responsive to the diverse needs of our residents.

Our Team

The Manitoulin-Sudbury District Services Board is comprised of 14 board members and has been in existence for 25 years. With three main departments, Integrated Human Services, Paramedic Services, and Administration, and over 200 employees, we service a large geographical area totaling 45,000 square km. Our organization is responsible for the development and execution of annual budgets exceeding \$50 million. We are proud to serve our communities, and we remain committed to our mission of delivering effective, fair, and safe services to our residents.

The Opportunity

We are currently looking for a driven individual to join our team as a Paramedic Superintendent.

The Paramedic Superintendent is responsible for managing the daily deployment and operations to ensure that structures, programs, systems and processes meet all

requirements set out in legislation, policy, procedure and Standards for Paramedic Services and any other staff deemed by the organization to be subordinate.

Paramedic Superintendents are required to work a revolving schedule of both day shifts, night shifts and weekend shifts designed to ensure on site supervision twenty-four hours daily.

In this position you will:

- Attend and inspect each Paramedic Station, nonurgent stations, and Emergency First Response Team on both a regular and a responsive basis.
- Investigate and report all collisions, incidents and events involving DSB fleet as per legislative and policy requirements.
- Ensure the maintenance of equipment and vehicles is performed, including actions to work with logistics staff to ensure compliance with mandated or manufacturer's requirements.
- Provide incident command oversight, and support to paramedics and to first respond as required.
- Participate in the development and implementation of operational and organization goals, objectives and performance standards pertaining to all aspects of the service role.
- Initiate and assist Professional Standards personnel with investigations.
- Assist with the development, implementation and review of policies and procedures as they pertain to the organization.
- Monitor and assess the quality of patient care and report discrepancies to as set out in policy.
- Assist organization to ensure all requisite documentation is completed in accordance with legislation and policy.
- Maintain communication capacity with the MOHLTC CACC, including changes to deployment and integration of nonurgent options for service delivery.
- Address immediate health and safety concerns, and report issues to the Deputy Chief. Provide a level of authority in both urgent and non-urgent situations.
- Maintain incident management system certification as deemed necessary by the DSB.

- Perform necessary on call duties to ensure operational efficacy as required.
- Monitor and manage paramedic and nonurgent staffing profiles to ensure deployment plans are maintained as set out by the service.
- Assist senior personnel to develop and implement policy and procedure for Paramedic Services, thereby ensuring efficient paramedic services and nonurgent services are provided and maintained continuously.
- Manage performance of subordinate personnel and act to remediate any deficiencies. Such action includes the management of complaints and Stage 1 grievances, while assisting the organization with investigations to address grievances.
- Identify staff development opportunities and education potentials, while participating in education programs for both subordinate staff, peers and allied agencies.
- Assist in the evaluation and issuance of both discipline and non-disciplinary remediation.
- Prepare and disseminate performance evaluations for subordinate staff. Complete regular assessment “crew checks” of deployed paramedics and nonurgent personnel, while documenting findings in accordance established programs and processes.
- Manage any internal or external conflict surrounding service delivery, or operational oversight. Liaison between Paramedics, nonurgent personnel and stakeholders
- Act as a member of the hiring/orientation committee for the service as directed.
- Monitor and provide the organization with necessary support regarding staff qualifications to ensure legislated compliance.
- Report discrepancies in staff qualifications to the Deputy Chief responsible for Professional Standards.
- Ensure that fleet and equipment adhere to and are not modified from either the legislated standards or manufacturer’s requirements. Perform preventative maintenance duties and authorize repairs to ensure vehicles and equipment are maintained.

- Continuously monitor operations, deployment and resources by way of MOHLTC radio equipment, and communicate with CACC to ensure that the compliment of strength and the organizational deployment strategy is met.
- Review reports, studies, publications and other sources of information to remain current in principles, practices and new developments in the profession.
- Attend meetings, conferences, seminars etc. as required to improve professional capacity.
- Assist, as directed with the selection, procuring, maintenance and de-commissioning of material resources.
- Establish and maintain effective working relationships with stakeholders and community partners to ensure benefit for paramedic services, nonurgent services and the DSB.
- Exercise sound judgement in all internal and external interactions.
- Access appropriate resources/supports to make recommendations to management impacting the service, DSB and s well as the community.
- Promote mission, vision and values as set out by both the service and DSB, exercising the highest code of ethics.

Qualifications and Specific Skills

Education: Graduate of a Canadian accredited Paramedic Program

Experience:

- 5 years' experience working as a Paramedic
- 1-3 years management/supervisory experience

A valid Ontario Class Drivers License permitting operation of an ambulance, with insured vehicle for employment related use.

Bilingualism (English and French) is considered an asset.

Skills:

- Registered and in good standing Advanced Emergency Medical Care Assistant (AEMCA)
- Ability to achieve and maintain PCP Certification by the designated Base Hospital

- Maintain annual certification in PAD, CPR Level HCP, S.A.M Program

What We Offer

- Competitive salary
- Employer-matched pension plan, group health benefits which include optical, dental, drug, and extended health benefits, and a wellness program that is available to spouses and children
- Career growth
- Diverse and inclusive work culture
- Continuing education for staff

Annual Salary: \$107,525.00 - \$134,406.00 (42 hours per week)

At the Manitoulin-Sudbury District Services Board, we are committed to creating an inclusive work environment that values diversity and encourages individuals to express their ideas and opinions. We believe that every member of our staff should feel heard and supported. We understand that the success of our organization relies on the unique perspectives and experiences that each team member brings to the table. That's why we treat each other with fairness and dignity, regardless of personal characteristics like race, gender, nationality, ethnicity, religion, age, or sexual orientation. We believe that by promoting inclusivity and diversity, we can foster a supportive and productive workplace culture that benefits everyone.

Manitoulin-Sudbury District Services Board *is an equal opportunity employer and is committed to providing employment accommodation in accordance with the Ontario Human Rights Code and the Accessibility for Ontarians with Disabilities Act (2005).*

Manitoulin-Sudbury District Services Board *will provide accommodations to job applicants with disabilities throughout the recruitment process. If you require an accommodation, please notify us and we will work with you to meet your needs.*

Interested individuals are invited to submit a covering letter and a résumé outlining their education, skills, qualifications, and experience and how they relate to this position, and a completed [Pre-Hire Package](#) no later than **November 9th, 2026, 12:00 p.m.**

[APPLY HERE](#)

Information gathered relative to this position is done in accordance with the Municipal Freedom of information and Protection of Privacy Act and will only be used for candidate selection. While all responses are appreciated; only applicants selected for an interview will be contacted.