



**Chief of Paramedic Services
Espanola ON**

**Permanent Full-Time
Internal/External Posting**

Posted: April 29, 2024

Competition #2024-04-AD

About us

A dynamic and growing environment awaits you in Manitoulin-Sudbury District, Ontario. With the presence of provincial parks and hundreds of lakes, the district surrounds Greater Sudbury. This rich mix of urban, suburban, rural and wilderness environments offers something for everyone, including a comfortable and affordable lifestyle.

Created by the provincial government, the Manitoulin-Sudbury DSB is responsible for oversight and delivery of a range of services, including Ontario Works, Community Housing, Paramedic Services (Land Ambulance), and Early Learning and Child Care Services.

Our Team

Join a seasoned Senior Leadership Team with Manitoulin-Sudbury District Services Board, comprised of fourteen board members, three main departments (Integrated Human Services, Paramedic Services, and Administration) and more than 225 employees. We serve a 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, equitable and safe services to our residents.

The Opportunity

Manitoulin-Sudbury DSB is seeking an experienced and talented transformational leader with a proven track record of building successful teams and partnerships to ensure the delivery of high-quality care and outstanding patient/family experiences. Under the leadership of the Chief Administrative Officer, this person will be a system thinker and excellent communicator with the ability to plan and implement change, and creatively achieve results to ensure the efficient delivery of services to the residents of Manitoulin-Sudbury districts today and in the future in a complex healthcare landscape.

The Chief of Paramedic Services will provide leadership in the planning, development and implementation of quality services that meet the needs of our communities, and ensure that the programs are accessible and responsive to the diverse needs of our residents. The Chief will also be responsible for managing the delivery of municipal and First Nation paramedic services, Community Paramedicine programs, and Nonurgent Patient Transportation throughout the Manitoulin-Sudbury District.

The Chief will ensure efficient use of human, physical, and financial resources in compliance with all legislation and corporate policies and will provide overall direction, leadership, emergency and capital planning, budgeting and logistics management.

Additionally, the incumbent will monitor outcomes, develops improvement initiatives, and develops policies and procedures.

The Chief of Paramedic Services is responsible for the supervisory oversight, program growth and development and positive workplace culture for all staff. Additional duties include response capacity as necessary, and regular travel throughout the district/intermittent travel outside the District.

The position will be in Espanola, ON.

Qualifications and Specific Skills:

- Minimum of an undergraduate degree in a related discipline. (e.g. Bachelor's degree in Healthcare, Business, Leadership, etc.)
- A minimum of ten (10) years' experience within a paramedic services system and a minimum of five (5) years' experience in a paramedic services system leadership role.
- Candidates must hold an Advanced Emergency Medical Care Attendant (AEMCA) certification as established in The Ambulance Act of Ontario
- Must meet and maintain all employment qualifications for paramedics as outlined in the *Ambulance Act* of Ontario and *Ontario Regulations 257/00, as amended from time to time*.
- Extensive understanding of paramedic services processes, public sector management, internal controls, continuous quality assurance/improvement methodologies, deployment modeling/health and human resources, health & safety best practices, and internal/external reporting processes.
- Extensive understanding of logistics management, infrastructure program planning/evaluation, asset management, preventive maintenance activities, budgeting, procurement, policy development, evaluation/audits, and program/capital planning in compliance with legislation.
- Further understanding of the complex regulatory compliance necessary to achieve success in the role.
- Demonstrated experience in project management and program planning.
- Demonstrated experience with deployment of personnel and fleet, records management, administrative business practices, procurement, report writing/presentation.
- Proficiency in computer skills and the ability to work within a computerized environment.
- Demonstrated experience in communication/collaboration aimed to develop and maintain positive and effective partner relationships.
- Ability to work in a team-based setting and with multi-disciplinary and diverse individuals.
- Strong time management skills with the ability to prioritize workload and emerging challenges.
- Ability to exercise a high level of independence, integrity, professionalism, and confidentiality.
- A valid driver's license with a driving record satisfactory to our insurer, as travel within our service area and throughout Ontario is required.
- Must submit proof of being fully vaccinated against COVID-19 or proof of a medical contraindication as a condition of employment.

What We Offer

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

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 encourages applications from qualified individuals of all backgrounds, including those from underrepresented groups. We are also 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 accommodation in accordance with obligations under legislation to job applicants with disabilities throughout the recruitment process. If you require such accommodation, please notify us when contacted in connection with the next steps of the selection process and we will work with you to meet your needs.

Interested individuals are invited to submit a cover letter and a résumé outlining their education, skills, qualifications, and experience and how they relate to this position. This posting will remain open until filled.

Please forward your application quoting competition # 2024-04-AD to the attention of:

Human Resources Department.
Manitoulin-Sudbury District Services Board
210 Mead Blvd.
Espanola, Ontario
P5E 1R9
Fax (705) 862-7866
Email: jobs@msdsb.net

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.