



The Corporation of the County of Frontenac is comprised of four departments: Fairmount Home, Corporate Services, Planning & Economic Development, and Emergency & Transportation Services, which includes Frontenac Paramedic Services, the Frontenac-Howe Islander Ferry, and Emergency Management. Geographically, Frontenac County encompasses four Townships – North, Central, South, and Frontenac Islands. Almost 4,000 square kilometres from the northern most tip to the Islands, Frontenac’s landscape and communities are richly diverse.

Job Posting:	Chief Paramedic/Director, Emergency and Transportation Services (Permanent Full Time)
Competition #: ETS-19-005	Posting Period: February 25 – March 15, 2019
<p>The Chief Paramedic/Director, Emergency and Transportation Services is accountable for the overall operations, management and administration of Emergency and Transportation Services including Frontenac Paramedic Services, Marine Services and Emergency Management for the County. The Chief Paramedic/Director participates as a member of the Senior Leadership Team jointly responsible for corporate policy development and implementation of the strategic plan. The Chief Paramedic/Director will carry out the duties in alignment to the organization’s mission, vision and values, and work to further its priorities.</p>	
Education & Experience:	
<ul style="list-style-type: none"> • Post-secondary diploma in Health Sciences or related field with preference given to Paramedic qualifications; degree preferred • An equivalent combination of relevant education and progressively responsible work experience may be considered • Minimum of eight (8) years of senior management experience in Emergency Health Services including experience in policy and procedure development and implementation, budget preparation and management 	
Key Knowledge, Skills & Abilities:	
<ul style="list-style-type: none"> • Advanced working knowledge of all applicable legislation, regulations and current practices pertaining to emergency planning and ambulance services in Ontario, as well as an understanding of policies and legislation affecting municipal government that impact functioning in the role • Demonstrated ability to think strategically and translate strategy into action • Demonstrated critical thinking skills by systematically obtaining and assessing relevant information, utilizing reflective reasoning and taking action in decision making, with a realistic understanding of the issues and the impact of decision on the department/County • Demonstrated strong interpersonal and communication skills, both written and verbal, and ability to communicate complex information to a diverse audience base; fosters open communication • Demonstrated ability to initiate and lead change within the department, promoting and applying innovative methods and solutions to situations through a continuous process improvement mindset • Demonstrated ability to prepare and present detailed and sensitive information to staff, leadership and Council members • Demonstrated leadership skills including effective mentoring, coaching, counselling and conflict management skills • Demonstrated ability to provide an engaging work environment where staff are motivated to set and achieve or exceed challenging goals • Demonstrated ability to create high performance teams with a focus on quality and service excellence • Demonstrated ability to promote education, development and learning with staff • Demonstrated respect for individual differences and competencies • Demonstrated strong organizational skills and the capacity to multi-task in a fast-paced environment, responding with flexibility to changing priorities • Demonstrated commitment to leading organizational continuous improvement, preferably in a LEAN/Six Sigma environment, including development and reporting of performance measures • Demonstrated commitment to paramedic health and wellness through the implementation of programs and system improvements • Demonstrated labour relations skills and leadership in a unionized environment • Demonstrated political acumen, including the ability to work effectively with Provincial, City and Township Council’s in the implementation of effective service delivery to citizens • Demonstrated personal effectiveness in navigating organizational politics, building resiliency, encouraging work life balance and being aware of own strengths and limitations • Demonstrated professional work ethic and behaviours in interaction with internal and external contacts and the ability to express ideas clearly and concisely with ease and confidence in a professional, consistent and positive manner • Demonstrated ability to manage projects and timelines • Advanced computer proficiency using Microsoft Office Suite of products including Word, Excel, PowerPoint, Outlook, and the ability to use database management applications • Demonstrated understanding and commitment to health and safety policies, procedures and applicable legislation • Satisfactory Criminal Record and Judicial Matters Check and Vulnerable Sector Screen 	
<p>Please submit your Cover Letter and Resume in one document, quoting the competition # to: humanresources@frontenacounty.ca For a complete list of duties and responsibilities, please click here</p>	

The County of Frontenac is an equal opportunity employer. Information collected will be used in accordance with the Municipal Freedom of Information and Protection of Privacy Act. Accessibility accommodations are available for all parts of the recruitment process and applicants must make their needs known in advance.

Launch Your Career #inFrontenac

