Director of Emergency Services, Paramedic Chief

The United Counties of Leeds and Grenville, located in eastern Ontario, is an upper-tier municipality made up of 10 member and 3 separate municipalities covering a large geographical area. The Counties administers and operates a variety of services to meet the municipal needs of residents and business.

Found within a few hours' drive of many larger Canadian centres, including Ottawa, Kingston, Toronto and Montreal make Leeds and Grenville an easy place to visit. Two international bridges on our southern shores also allow easy access to and from the United States.

Surrounded by the shores of the St. Lawrence River and the 1000 Islands to the south, the banks of the Rideau Canal to the north, Leeds and Grenville has four seasons of activity. Our 24 inland lakes and streams attracts campers, anglers, hikers, cyclists, road tour enthusiasts and nature lovers. We are also home to two world renowned UNESCO sites of significance as well as the worlds' best freshwater scuba diving.

It is an upper tier municipality that provides a range of services to residents including social services, social housing, childcare programs, long term care, paramedic services, economic development, planning, public works, forestry management and waste management services. With a combined 2026 operating and capital budget of over $200 million, and 450 permanent, part-time and seasonal employees, the County is committed to meeting the needs of it's partner municipalities, its residents and the business community by delivering efficient and effective services.

Inspire our Future

As a result of an impending retirement occurring in late 2026, this role provides a unique opening for the successful candidate. The Counties is at the apex of a major shift in growth and development within its region that will offer exciting participation opportunities for administration, Council and the community.

Under the direction of the Chief Administrative Officer, the **Director of Emergency Services / Paramedic Chief** provides strategic, operational, financial, clinical, and administrative leadership for Leeds Grenville Paramedic Service.

The Chief is accountable for the planning, delivery, performance, quality, and continuous improvement of land ambulance and associated paramedic programs and services. The position ensures that the Service meets all applicable legislative, regulatory, licensing, certification, contractual, municipal, and Ministry of Health requirements necessary to operate a land ambulance service in Ontario.

As a member of the Senior Leadership Team, the Chief contributes to corporate policy development, organizational strategy, emergency management, service modernization, and implementation of the United Counties of Leeds and Grenville's strategic priorities. The Chief leads the Paramedic Service senior-management team and fosters a safe, respectful, inclusive, high-performing, and accountable workplace.

Ideal Qualifications:

- **Education:** A University degree or three-year college diploma in public administration, business administration, health administration, emergency management, paramedicine, or a related discipline.
- **Designations:** AEMCA certification is preferred. Equivalent clinical, operational, and executive leadership experience in an Ontario paramedic service may be considered. Additional education or certification in leadership, emergency management, labour relations, public administration, health administration, or business management is an asset.
- **Emergency Health Management experience:** Eight to ten years of progressive senior-management experience in an Ontario paramedic service or comparable emergency-health-service environment. Preference will be given to candidates with significant front-line paramedic experience.
- **Paramedic Operations:** Thorough knowledge of Ontario paramedic-service operations, land ambulance service delivery, clinical governance, quality improvement, emergency management, and service planning.

- **Partnerships and Intergovernmental Relationships:** Experience with municipal governance, Council and committee reporting, Ministry of Health requirements, and intergovernmental or health-system partnerships is preferred; strong interpersonal, communication, presentation, negotiation, and stakeholder-management skills.
- **Critical Thinking:** Demonstrated ability to make sound decisions in high-pressure and time-sensitive circumstances.
- **Change Management:** Ability to lead organizational change, continuous improvement, innovation, and evidence-informed decision-making.
- **Finance and Budget Management Experience:** Demonstrated experience managing complex operating and capital budgets; strong financial-management, analytical, strategic-planning, and business-case-development skills.
- **People Leadership:** Demonstrated experience leading staff in a unionized, multi-site, geographically dispersed environment.
- **Legislation and Policy:** Knowledge of relevant legislation, regulations, standards, policies, and collective-agreement provisions, including the Ambulance Act, Emergency Management and Civil Protection Act, Municipal Act, 2001, Occupational Health and Safety Act, Human Rights Code, and applicable employment and labour-relations legislation.
- **Communication:** Excellent interpersonal and communication skills, with the ability to establish and maintain effective working relationships with Council, senior management, staff, and external stakeholders.

Why join the United County of Leads and Grenville

If you like scenic vistas, the outdoors, fresh air, and attainable housing then the United Counties of Leeds and Grenville is the place to be for an unmatched quality of life, benefits include:

- **Modern Office Environment** - modern offices located in Brockville with no fee parking.
- **Employee Development** - staff leadership and professional development training opportunities.
- **Housing** – United Counties of Leeds and Grenville provides many opportunities for a robust lifestyle. Choices range from developed urban centres in nearby communities, to rural properties to waterfront. Prices are far less than the GTA, and other developed urban areas.
- **Education** - An exceptional educational system at both the elementary and secondary levels.
- **Healthcare** – Access to an excellent community hospital in Brockville.
- **Outdoor Lifestyle** - Access to a range of outdoor activities. If you like exploring, boating, fishing, hiking, golf, x-country/ downhill skiing or snowmobiling, this is the place to be.
- **Compensation and Benefits** - a very competitive salary ranging from $152,952.80 to $180,089.00, plus a comprehensive benefits package and OMERS pension.

How to Apply

To explore this opportunity please apply via email with your resume and covering letter by November 14th, 2026 to **careers@waterhousesearch.net** quoting project **UCLG-DES**.

Should you wish to speak to our Executive Recruiter or to receive a detailed position description including mandatory requirements please contact Amy Oliveira at 416-214-9299 x4, **amy@waterhousesearch.net** or Jon Stungevicius at 416-214-9299 x1, **jon@waterhousesearch.net**.

We appreciate all applications, however, only those candidates invited for an interview will be acknowledged. Personal information contained in your resume is collected under the authority of the Municipal Freedom of Information and Protection of Privacy Act and will be used strictly for employment assessment purposes. The United Counties of Leeds and Grenville *is an equal opportunity employer committed to diversity in the workplace.*

WATERHOUSE
EXECUTIVE SEARCH