



Middlesex-London Paramedic Service

Vacancy Notice



Community Paramedic (CP)

Reference ID: 2026-CP-02-EX
Classification: Union
Department: Community Paramedicine
Positions: 2
Position Details: Permanent, Full-time
Standard Hours: 42 hours per week
Posting Date: March 23, 2026

Location: MLPS Headquarters/Waterloo/Various Locations
Reporting To: Superintendent of Community Paramedicine;
Commander of Community Paramedicine & Education
Salary: PCP \$41.22 - \$43.79 per hour/ACP \$46.15 - \$49.05 per hour
(per the Collective Agreement)
Deadline: April 6, 2026

Job Summary

Community Paramedicine (CP) is a broad and developing model of community-based health care where paramedics use their education and expertise in non-emergent mobile integrated response, to provide immediate or scheduled primary, urgent, and/or specialized healthcare to vulnerable patient populations while focusing on improving equity in healthcare access across the continuum of care. The Community Paramedicine for Long-Term Care (CP-LTC) program has rapidly expanded as a specialized and integral division within Professional Standards to support Middlesex-London Paramedic Service (MLPS) reduce non-essential 911 calls, Emergency Department presentations, and hospital admissions. The CP-LTC program is a 24/7/365 non-emergent mobile response team with specialized training designed to work in collaboration with a patient's primary care providers to deliver a range of community-based primary care services in the comfort of a patient's home. A core value of CP is to provide additional supports and connections for high risk or vulnerable individuals and support the province's modernization plan to address systemic barriers in health care. CP provides care to a variety of patient populations through several specialized programs.

CP program delivery is defined through collaboration between our health care partners, to address their unique requirements. Program development will be an ongoing collaboration between MLPS and community partners. The model of care will include paramedics in an expanded scope of practice under the medical delegation of primary care provider's and/or on-call primary care support team, including but not limited to chronic disease, complex care, point of care, and auxiliary scope of practice. As the role of the Community Paramedic expands, activities and enhancements of this role may be expanded based on identified gaps.

CP is currently not included under the definition of ambulance service in the Ambulance Act, nor is it a core legislated activity under the current mandate that governs Paramedic Services and resources.

Major Responsibilities

- Provide immediate or scheduled primary, urgent, and/or specialized healthcare to vulnerable patient populations
- Provide appropriate patient care in accordance with legislative requirements, standards of the profession, MLPS Policies and Procedures, CP Standard Operating Procedures, and Community Paramedic Patient Care Standards
- Work under the designation of physician(s) outside of the OBHG; The expanded scope includes but is not limited to:
 - Chronic Care
 - Complex Care
 - Point of Care
 - Auxiliary Care

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- Maintain the requirements of certification of a paramedic authorized to operate as a Community Paramedic and provide patient care
- Have sufficient knowledge, skill and judgement to determine the appropriateness of providing patient care management and/or performing the procedure
- Possess current knowledge to support critical thinking and professional judgement
- Conduct physical/biometric/advanced assessments for chronic and complex conditions
- Assume responsibility and self-report errors when they occur, take appropriate action to maintain patient safety
- Maintain and document accurate, clear and comprehensive picture of the Community Paramedic's observations of the patients' condition, interventions, and outcomes
- Provide timely verbal and written reports to primary care and other health care providers to support with informed clinical decisions on patient management
- Demonstrate understanding of their role and its interrelation with patients and other health care colleagues
- Liaise with primary care providers and allied health providers such as physicians, pharmacists, care coordinators
- Collaborate in the development, review and revision of patient care management
- Provide patient education, self-management coaching, welfare checks, post exacerbation and hospital discharge follow up support to manage their underlying condition(s)
- Enroll and monitor all rostered patients for trends and events requiring medical assistance
- Assist with developing unique coordinated care plans
- Establish and maintain respectful, collaborative, therapeutic and professional relationships
- Provide general or appropriate pre-hospital emergency medical care and arrange for transport for further medical assistance as required as per the Basic Life Support Standards
- Support frontline and/or CP operations through redeployment when required

Education and Qualifications

- Graduate of an approved Ontario College Paramedic Program
- Currently holds an Advanced Emergency Medical Care Assistant (A-EMCA) certificate
- Certified through the SWORBHP as Primary Care or Advanced Care Paramedic
- Support frontline and/or CP operations through redeployment when required

Special Requirements

- Must be in good standing with the SWORBHP and MLPS
- Must hold all qualifications as per the Ambulance Act
- Must possess and maintain a valid Class "F" Ontario Driver's License
- Excellent patient advocacy and communication skills
- Computer literacy utilizing MS Office and iMedic applications and proficiency in Word processing; ability to quickly learn new data repository systems, electronic medical record platforms etc.
- Demonstrate understanding of chronic and complex conditions (CHF, COPD, DM, Falls, Palliative) and management
- Demonstrate understanding of public health/social issues and resources
- Demonstrated the ability to maintain a high level of patient satisfaction
- Demonstrate the ability to foster a positive and co-operative working relationship with team members, allied services, and other agencies and the public

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- Candidates must be willing and available to engage in ongoing self-assessment of their professional practice and continued medical education to continually improve on competence and assume responsibility for their own professional development
 - Candidates must be accommodating to a dynamic rotation schedule as programming requires
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How to Apply

If you are interested in this opportunity, please submit your cover letter and resume by email to applications@mlems.ca by 4:00 p.m. on April 6, 2026.

One position is an existing vacancy; the secondary position is newly created.

For a copy of the complete job description applicants may contact applications@mlems.ca.

Closing Statement

Middlesex-London Paramedic Service is an equal opportunity employer. We are committed to a diverse and inclusive workplace for everyone.

In accordance with the Ontario Human Rights Code, the Accessibility for Ontarians with Disabilities Act and MLPS's Accommodation Policy, a request for accommodation will be accepted as part of the hiring process. Accommodations are available throughout the recruitment process.

If selected for an interview or to participate in an assessment process, you must provide your accommodation needs in advance, to avoid any delays in the recruitment process. You may also be required to submit adequate medical/other documentation to MLPS to support your request for accommodation. This information will be treated confidentially and only used for the purpose of providing an accessible recruitment experience.

Applicant information is collected under the authority of the Municipal Freedom of Information and Protection of Privacy Act and will be held in confidence and only be used for candidate selection purposes only.

We thank all applicants who apply, but only those selected to be interviewed will be acknowledged.

Accessibility: Documents are available in various accessible formats upon request. To make a request please contact MLPS HR at hr@mlems.ca.
