



Middlesex-London Paramedic Service Employment Opportunity



Operations Superintendent

Job Opening ID: 2025-OPS-02-EX
Job Classification: Management/Non-Union
Department: Operations
Reporting To: Commander of Operations;
Director of Paramedic Services
Posting Date: December 8, 2025

Location: MLPS HQ/Various Locations
Positions: 1
Position Details: Permanent, Full-time
Standard Hours: 42 hours per week
Salary: Starting Wage \$52.39 per hour
Application Deadline: December 22, 2025

About Us

Middlesex-London Paramedic Service is responsible for providing 24-hour emergency and non-emergency pre-hospital medical care and transportation to individuals experiencing injury or illness. Our dedicated teams of highly qualified front-line paramedics work with up-to-date equipment and technology to give the residents and visitors of the Middlesex and London area the best service available.

Job Summary

Middlesex-London Paramedic Service (MLPS) is currently accepting applications for the position of Operations Superintendent. The Operations Superintendent reports to the Commander of Operations for Middlesex-London Paramedic Service. This position is a full-time, 42 hours/week position, overseeing the daily/shift operations of all paramedic personnel and associated resources while working a rotating 24/7 schedule. The Operations Superintendent manages and administers the continuous operations of the front-line staff to ensure efficient and competent service to the public.

The Operations Superintendent facilitates seamless emergency response for Middlesex-London Paramedic Service by monitoring daily operations, assigning tasks to appropriate staff, evaluating performance and maintaining vehicle and equipment records. This position ensures compliance with relevant collective agreements, all policies, procedures, operational standards and legislation. The position also serves as a training and support resource for paramedics and operations deputy superintendents, liaises with area hospitals and emergency services, and is the Designated Officer for communicable disease exposure during their assigned shifts.

Education/Qualifications

- Graduate of an approved Ontario College Paramedic Program
 - Current qualifications as a Primary Care Paramedic (PCP) or Advanced Care Paramedic (ACP) as per the Ambulance Act of Ontario.
 - Currently holds an Advanced Emergency Medical Care Assistant (A-EMCA) certificate
 - Certification by the SWORBHP in Middlesex-London core medical directives and auxiliary medical directives.
 - Current certification in CPR (Basic Rescuer level).
 - Successful completion of BLS Standards Program.
 - Free of communicable disease as per the Ambulance Service Communicable Disease Standards.
 - Up-to-date immunizations as per the Ambulance Act of Ontario.
 - Successful completion of all MOHLTC Core Mandatory Training to date.
 - A valid Class "F" Driver's License as required under Provincial law and meet all requirements of the Ambulance Act and Regulations.
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Experience/Knowledge

- Supervisory experience in either an acting or full-time role within a unionized environment would be preferred.
- Demonstrated interpersonal skills and ability to efficiently handle daily labour relations.
- Effective communication style (written and verbal) with the ability to communicate in a clear and professional manner with both the public and MLPS staff.
- Ability to influence, negotiate and approach situations in a tactful and diplomatic manner.
- Strong leadership capabilities and competencies that foster a collaborative working style to coach and lead a growing team.
- Excellent team building skills and ability to effectively optimize performance levels.
- Post-secondary education in a relevant discipline to this position is considered an asset.

How to Apply

Applicants interested in the position may submit a cover letter, resume, and supporting documentation in confidence via email to applications@mlems.ca quoting the job ID in the subject line of your email by 4:00 pm on December 22, 2025.

Closing Statement

Middlesex-London Paramedic Service is committed to fostering a positive and progressive workforce that is representative of the citizens we serve.

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. 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. Accommodations are available throughout the recruitment process.

Personal information contained in applications will be used for recruitment purposes and collected as per the Municipal Freedom of Information and Protection of Privacy Act, R.S.O. 1990, Chapter M.56. This information will be held in confidence and only be used for candidate selection.

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.
