



**Job Title:** Primary Care Paramedic (Part-Time)

<b>Competition Number:</b> COM-308-25	<b>Department:</b> Community Services
<b>Posting Category:</b> Open	<b>Division:</b> Superior North EMS
<b>Job Type:</b> Part-Time	<b>Affiliation:</b> Unifor Local 39
<b>Site:</b> City & District	<b>Location:</b> CA-ON-Thunder Bay
<b>Min:</b> CAD \$41.38/Hr.	<b>Max:</b> CAD \$45.84/Hr.
<b>Pay Band:</b> N/A	<b>Number of Positions:</b> Several
<b>Effective Date:</b> December 12, 2024	<b>Supersedes Date:</b> January 15, 2007
<b>Posted Date:</b> December 15, 2025	<b>Post End Date:</b> January 22, 2026

**The Corporation of the City of Thunder Bay  
has a rewarding opportunity for  
Part-Time Primary Care Paramedics!**

## **YOU BELONG IN THE SUPERIOR NORTH – JOIN OUR TEAM**

If you're the kind of person who wants to get more out of work and life, then Superior North EMS is the right team for you. With us, you'll have opportunities to grow your career, live a high-quality lifestyle in affordable communities, make life-long friendships and enjoy adventures in nature.

Whether it's in Thunder Bay, Armstrong, Shuniah, Conmee, Upsala, Longlac, Nakina, Geraldton, Red Rock, Nipigon, Terrace Bay, Schreiber, Marathon, or Manitouwadge, as a SNEMS paramedic you will have endless opportunities to achieve more! The Superior North is the best place to balance your career, community, and life.

**Find a career, community, and life you love. We're hiring.**

### **[Primary Care Paramedic](#)**

#### **The Opportunity**

Part-time primary care paramedic opportunities exist in Thunder Bay, Armstrong, Shuniah, Conmee, Upsala, Longlac, Nakina, Geraldton, Red Rock, Nipigon, Terrace Bay, Schreiber, Marathon, or Manitouwadge.

As a part-time Paramedic, you will be responsible for performing patient assessment, treatment, and monitoring tasks, which include controlled medical acts while providing safe and timely transport in accordance with the applicable legislation.

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### **Ideal Candidate**

- Must meet the qualifications for primary care paramedic as stipulated in the regulations of the *Ambulance Act*, as amended.
- Must meet minimum standards and complete mandatory training specified by the Ministry of Health and Long-Term Care, Emergency Health Services Branch, and Superior North EMS
- One to two years' experience as a primary care paramedic
- Must have excellent interpersonal, customer service, and teamwork skills.
- Must possess and maintain a valid Ontario Class "F" driver's licence or equivalent.
- Must have the ability to work safely and within the *Occupational Health and Safety Act*

For a detailed job description, click [here](#).

### **Great Tangible Benefits**

As an employee with the Corporation, you will be in receipt of the following amazing benefits:

- competitive salary
- matching pension plan (optional)
- 14% in lieu of benefits (after completing probationary period)
- vacation pay and paid holidays
- physical fitness/gym membership subsidy
- uniform allowance
- tuition reimbursement program (continuous learning)
- free parking
- employee family assistance program (EFAP)
- employee wellness program, including peer-to-peer initiatives/supports
- corporate training & leadership development
- career progression opportunities (i.e community paramedicine, advanced care paramedics, educators, logistics, management)
- variety of shift schedules (straight day (full-time), rotating, 12 hour, staggered, with some stations offering 7 days on and off rotations)
- opportunities also exist to work in excess of part-time hours

### **Why SNEMS?**

With over 200 front line paramedics, who are highly skilled and trained, our service provides unwavering dedication, compassion and medical attention to a variety of injuries and conditions. We are a community minded professional service, committed to providing the best care possible.

Our services have expanded to include Community Paramedicine with experienced paramedics who conduct home visits, health clinics, and public education, aimed at providing non-emergent, pro-active health care which helps reduce the 911 demand for service and emergency hospital department visits.

### **The Future of SNEMS & Our Transformational Journey**

Plans are underway to implement a number of transformational recommendations as part of an evidence-based Master Plan, which include:

- Modernizing the organizational design of SNEMS,
- Modern District stations – 10-year replacement plan,
- Ramping up community paramedicine,
- Maximizing alternative pathways, and more.

View the full Master Plan here <https://www.thunderbay.ca/en/2021-2030-paramedic-services-master-plan.aspx>

### **Why the Corporation of the City of Thunder Bay?**

The Corporation runs on people like you; that's why we're creating a workplace where everyone belongs. Driven by a commitment to excellence, we make a real impact in the community every day. With us, stability meets purpose, and diversity is valued. In our supportive and collaborative environment, your growth and well-being will be at the heart of everything we do.

[www.thunderbay.ca/jobs](http://www.thunderbay.ca/jobs)

### **Why Thunder Bay?**

Located on the beautiful shores of Lake Superior, **Thunder Bay** is the sunniest City in Eastern Canada and a four-season outdoor playground. The urban centre enjoys green spaces, parks, and wilderness and is also considered a cultural capital with a thriving visual and performing arts scene. As the most populous municipality in North-western Ontario, Thunder Bay is the region's commercial, administrative, and medical "hub", and is home to a variety of educational institutions. Thunder Bay continues to pursue growth and development opportunities on behalf of its diverse community. Always striving to live up to its motto, Superior by Nature.

Learn more at: [GoToThunderBay.ca](http://GoToThunderBay.ca)

**If you truly enjoy the advantages of work life balance that a smaller city provides in a large organizational setting, then come join us!**

### **Beautiful Thunder Bay**

Learn why Thunder Bay is such great place to live and work: <https://gotothunderbay.ca/why-thunder-bay/>

### **Belonging, Inclusion, and Your Privacy**

The City of Thunder Bay is proud to be an equal opportunity employer. We encourage applications from Indigenous peoples, persons with disabilities, members of visible minority groups, women, and members of the 2SLGBTQ+ community. We are committed to a recruitment process and work environment that is inclusive and barrier-free.

If you need an accommodation during any part of the recruitment process, let us know — we will work with you to meet your needs.

For privacy and fairness, please do not include photos, ID cards, driver's licences, or police record checks with your application. These documents will only be requested if you're successful.

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**General Information:**

As an equal opportunity employer, the City of Thunder Bay encourages applications from Indigenous peoples, persons with disabilities, members of visible minority groups, women and members of the 2SLGBTQ+ community.

**ONTARIO HUMAN RIGHTS CODE:** It is a contravention of the Human Rights Code of Ontario to discriminate on the basis of: race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, marital status, family status, disability, age, record of offences, gender identity or gender expression. Therefore, a resume submitted to the City must not include references to any of the above characteristics. Do not include:

- Photos
- Any certificates that have photo identification
- Driver's licences
- Police records checks

Note: The above documentation will be requested by the Human Resources Division should you be the successful applicant. If a Criminal Record Check is required, it will be requested by Human Resources should you be the successful applicant. Please do not submit your Criminal Record Check with your application.

**ACCOMMODATION:** Reasonable accommodations are available upon request for all parts of the recruitment process.

**PRIVACY:** Personal information on this form is collected under the authority of the Municipal Act, c. 302, as amended, and will be used to determine eligibility for employment. Questions about this collection of personal information should be directed to the Human Resources Division, 125 Syndicate Ave Suite 42, Thunder Bay, Ontario, P7E 6H8, Telephone: 625-3866

The City of Thunder Bay is a place where art, culture and nature come together!