

Welcome to Northumberland County, where you can build a thriving career while making a lasting impact in our communities. We're a forward-thinking organization, setting the standard for county government by providing leadership and support to our municipalities and residents

We're committed to your growth, offering educational and career development opportunities to help you reach your full potential. Our dedication to diversity, equity, and inclusion reflects the rich communities we serve, driving innovation and excellence in our workforce.

Join Northumberland County and be part of a team that values your growth, supports your well-being, and empowers you to make a difference.

Currently, we are looking to fill the following vacancies:

Paramedics – Advanced Care Paramedic (ACP) and Primary Care Paramedic (PCP)

Part-time, permanent positions

Primary Care Paramedic – starting at \$44.19/hour

Advanced Care Paramedic – starting at \$49.25/hour

These positions will serve to backfill our full-time paramedics with regards to vacation requests, sick time, or other required time off. You will provide professional and efficient medical care to the Northumberland County community and meet all qualifications as outlined in the Ambulance Act. You are an excellent communicator, you excel in a team environment, you are proactive and effective working independently and can function with prolonged periods of stress while providing effective, yet sensitive services to the ill and injured. You are willing to participate in new and emerging pre-hospital treatments and have the ability to work shifts and meet all physical and mental requirements of the job.

You are a graduate of an accredited emergency health care program or are pending graduation with a letter of good standing from your college. As a CCP, ACP, or PCP, you can safely operate emergency health services vehicles and have a valid Ontario Class F driver's licence with a safe driving record. An acceptable driver's abstract must be submitted with your application. **Applications submitted without an acceptable driver's abstract will not be reviewed.** We thank all applicants for their interest, however, only those selected for an interview will be notified.

If you are still in school, at least one of your references must be from an instructor/professor.

You must acquire and present (at your expense) a physical-agility testing certificate valid within the last six months prior to an offer of employment.

Selected applicants will be invited to attend mandatory initial testing (written and practical) on February 6, 2026. The testing will be held at the Cobourg Lion's Centre.

The successful candidate will be required to submit the following documentation prior to the commencement of employment:

- Criminal Record Check including Vulnerable Sector (within past 90 days).
- Drivers abstract confirming:
 - Proof of a valid Ontario Class F driver's licence
 - Valid Driver's License (not expired) two years prior to date of hire
 - For the three years immediately prior to the date of hire was not prohibited under the *Criminal Code* (Canada) from driving a motor vehicle in Canada

- Valid OPPAT testing certificate – **due by March 6, 2026.**
- Proof of immunization: tetanus, diphtheria, polio, chicken pox influenza, influenza, measles, mumps, rubella, hepatitis B, and MRNA (COVID-19) signed by a person authorized to administer the relevant vaccine.
- Northumberland County's 'Free from Communicable Diseases' form, self-declared.
- College diploma for accredited Paramedic program or a letter of good standing from the College confirming you are eligible to graduate.
- MOH EMCA/AEMCA (including any base hospital letters for schedule 1 & 2 Acts).
- Current valid, annual CPR certificate.
- ACP College Certificate (if applicable).
- MOH Mandatory Core Training (if applicable).
- Copy of EHSB card (if applicable).

What Makes a Career at Northumberland County Different?

Unlock your potential: At Northumberland County, your growth matters. We offer professional development and provide opportunities that empower you to excel and advance in your career.

Join a passionate team: Be part of a diverse, inclusive team where collaboration thrives, and every voice is valued. Together, we achieve greatness.

The Best of Both Worlds: Enjoy the beauty of natural living alongside a vibrant, dynamic work environment, offering the perfect blend of career success and work-life balance.

How to Apply:

We invite you to submit a cover letter and resume, **by 4:30pm on Friday, January 23, 2026:**

Human Resources
County of Northumberland
555 Courthouse Road
Cobourg, ON K9A 5J6
Email: nprecruitment@northumberland.ca
Fax: 905-372-3046

Please note that accommodations are available, upon request, to support applicants with disabilities throughout the recruitment process. Please e-mail your request to accessibility@northumberland.ca or call 905-372-3329 ext. 2327. Alternative formats of this job posting are available upon request.

Personal information collected through the recruitment process will be used solely for the purpose of candidate selection, in accordance with the Municipal Freedom of Information and Protection of Privacy Act.