

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 existing vacancy:

### Shift Superintendent

Two (2) Permanent, full-time (42-hour work week)

Salary range: \$49.96- \$62.46/hour based on a 42-hour work week (109,118.00 - \$136,403.00 annually)

Primary work location: 600 William Street, Cobourg, ON

Northumberland Paramedics is seeking two (2) full-time Shift Superintendents. You will be responsible to carry out the primary duties of the Superintendent which include confirming the designation of daily shifts and duties to Primary Care Paramedic (PCP) and Advanced Care Paramedic staff across six staffed ambulance bases throughout the County, achieve emergency medical coverage for all periods of the day including critical incident demand, and provide outstanding leadership to achieve the highest possible standards in patient care. You will also ensure the optimization of the Deployment plan and on-scene guidance, participate in staffing and human resources initiatives, and assist in tracking and arranging fleet maintenance activities.

#### Qualifications and Skills:

- You have completed a diploma, provincial certificate PCP and/or ACP program, and MOH-based in-service continuing education that cover new standards, policies, and ministry-based changes to pre-hospital care;
- Your comprehensive knowledge of all relevant legislation, occupational health and safety, and collective agreements within a unionized environment is supported by strong human resources management, team building, interpersonal, and reporting skills as well as an understanding of WSIB processes;
- You will work in our team atmosphere, maintaining focus on Northumberland Paramedics Vision and Guiding Principles as your basis for all decisions and interactions;
- You have at least 10 years of paramedic experience;
- You have previous managerial / supervisor experience (an asset);
- You have completed leadership municipal management course(s)/leadership training (an asset).
- **An acceptable driver's abstract must be submitted with your application. Applications submitted without an acceptable driver's abstract will not be reviewed.**

The current rotation for this position is the Continental Shift pattern. This will result in approximately 75% of your shifts being pre-booked and the remainder either short notice backfill or assigned day to day duties, tasks, and potentially departmental projects. This may not be the position awarded if current Superintendent(s) are involved with Community Paramedicine or other programs it could result in a current Superintendent line temporarily or permanently.

## 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.

### What We Offer:

- **Comprehensive Health Plans:** We care about your well-being, offering occupational and mental health supports, an Employee and Family Assistance Program (EFAP), and benefits plans for eligible staff.
- **Competitive Compensation:** We regularly review pay equity and compensation to ensure competitive salaries, supporting a livable life.
- **Livable Communities:** Enjoy access to beaches, trails, restaurants, and cultural events. Northumberland County offers a unique combination of natural beauty and vibrant community life.
- **Learning and Development:** Professional development is at the heart of our success, providing opportunities for growth and excellence.
- **Retirement Savings:** We offer the exceptional Ontario Municipal Employee's Retirement System (OMERS), a defined benefit pension plan to help you plan for a stress-free retirement.
- **Employee and Family Assistance Plan:** Our wellness program includes health support and assistance to ensure your well-being.
- **Work-Life Balance:** We offer flexible work options such as compressed working weeks, and potential hybrid work arrangements for eligible positions to encourage the right balance between work, life and play

At Northumberland County, you'll find endless opportunities for growth, a supportive team, and a perfect balance between rewarding work and natural living —join us and make a difference in a place where your career and well-being truly matter.

### How to Apply:

When emailing your application, please ensure your cover letter, résumé, and any other supporting documents are submitted in one file (preferably MS Word (.docx) or Adobe (.pdf)). Please also indicate in your cover letter your preferred method of contact: text, email, or phone call.

We thank all applicants for their interest, however, only those selected for an interview will be notified.

We invite you to submit your application **by 4:30pm on Tuesday, March 17, 2026**, to:

Human Resources  
County of Northumberland  
555 Courthouse Road  
Cobourg, ON K9A 5J6  
**Email:** [hr@northumberland.ca](mailto:hr@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](mailto: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.