Employment Opportunity

Build Your Career Here

Rewarding work. Opportunities to grow. Natural living.

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 vacancies:

Advanced Care Paramedic (ACP)

Two (2) Permanent, full-time positions
Wage: Starting at $50.73 per hour.
Work Location: May vary depending on base. 6 locations within Northumberland County.

Northumberland County Paramedics is seeking two (2) Advanced Care Paramedics to provide professional, efficient care to the communities we serve. In this role, you will deliver 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.

Minimum Requirements:

- You are a graduate of an accredited emergency health care program.
- Full compliance with the qualification requirements of the Ambulance Act.
- Current ACP certification with an Ontario Base Hospital for ACP applicants with successful reciprocity with CEPCP.
- Ability to perform according to the current standards of care.
- Good communications skills and ability to work efficiently as part of a team.
- Ability to provide effective and sensitive services to the ill and injured.
- Good interpersonal skills and ability to work efficiently as part of a team.
- Excellent work habits and professional appearance.
- Ability to work all shifts, including stand by and maintain a good attendance record.
- Willing to mentor and assist with the education of college students.
- Willingness to participate in new and emerging pre-hospital treatment modalities.
- Ability to function with prolonged periods of stress.
- Must be able to meet all physical and mental requirements of the position.
- Class 'F' driver's license, safe driving record and the ability to operate emergency health service vehicles safely. A valid Class F driver's license with a clean abstract is required. A 3-year uncertified driver's record obtained from Service Ontario must be submitted with your resume. Resumes submitted without an acceptable driver's abstract will not be reviewed.

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

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 (doc) or Adobe (pdf).

We invite you to submit a cover letter and resume, **by 4:30pm on Thursday, November 26, 2026:**

Human Resources
County of Northumberland
555 Courthouse Road
Cobourg, ON K9A 5J6
e-mail: hr@northumberland.ca
fax: 905-372-3046

Our hiring process does not include AI screening. Recruiters review all results.

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.