

Ornge General Recruitment Process Overview with Timelines

(UNLESS OTHERWISE STIPULATED WITHIN THE EMPLOYMENT OPPORTUNITY POSTING)



Ornge is Ontario's provider of air and land ambulance services, offering careers in paramedicine, aviation, operations, and corporate services. Their recruitment process is structured to ensure a fair, thorough, and supportive experience for all applicants.

1. Application & Screening

Timeline: Week 1–2

- Submit your application via the [Ornge Careers Portal](#).
- Complete a **pre-screening questionnaire** to assess qualifications.
- Applications are reviewed by the Ornge hiring team; selected candidates are contacted within **5–10 business days**.

2. Interview & Assessment

Timeline: Week 3–4

- **Initial Interview:** May be virtual or in-person, focusing on experience, motivation, and fit.
- **Technical Assessment:** Paramedics, pilots, and operations control centre positions include scenario-based evaluations and skills-based testing.
- **Behavioural Interview:** Evaluates alignment with Ornge's values and team dynamics.

3. Reference & Background Checks

Timeline: Week 5

- Reference checks are conducted for shortlisted candidates.
- Background checks are required for all roles.

4. Offer & Acceptance

Timeline: Week 6

- Successful candidates receive a **formal job offer**.
- You'll be given time to review and accept, typically within **5 business days**.

5. Onboarding & Training

Timeline: Week 7–12

- Onboarding includes orientation, safety training, and role-specific preparation.
- **Critical Care Paramedics, Operations Control Centre** and **Pilots** receive industry-leading training, including simulation and ongoing professional development.

