

Staff Psychologist

Job ID: 59574

Job Category: Health Services

Division & Section: Fire Services, Fire Svcs Policy, Project & Public Info

Work Location: Hybrid, Fire & Paramedic HQ, 4330 Dufferin Street, North York, ON M3J 2X2

Job Type & Duration: Full-time, Permanent Vacancy

Salary: \$162,467 - \$215,307

Shift Information: Monday to Friday, 35 hours per week

Affiliation: Non-Union

Number of Positions Open: 1

Posting Period: 15-SEP-2025 to 13-OCT-2025

The City of Toronto is looking for a compassionate and experienced psychologist who possesses a deep understanding of the unique challenges faced by first responders and demonstrates a strong commitment to enhancing their psychological health and wellbeing. This full-time role is integrated within the Toronto Fire Services team, distinguishing itself from being a front-line, hands-on, purpose-driven role. As a member of this team, the psychologist will engage directly within the daily operations of the fire service.

Toronto Fire Services is the largest municipal fire service in Canada, serving a diverse population of over 3 million residents and this number increases during the exciting events that Toronto hosts, such as concerts, sports events, and conferences. Toronto Fire Services supports our amazing hospitals, government buildings, and our Toronto airports. As the only Ontario fire service that is qualified as an all-hazards emergency response organization, our service responds to some of the most diverse, complex, and unpredictable situations. Over time, the nature of this work can have a cumulative impact, making access to thoughtful and timely psychological health support critical. In this role, you'll respond to critical incidents, support staff after difficult incident responses, provide short-term clinical care, and help build a culture of resilience and psychological safety.

You'll provide evidence-based psychological care tailored to the needs of Toronto Fire Services. Your work will include clinical assessment, short-term interventions, crisis response, and referrals to specialized services as needed. You'll support individuals following critical incidents, help guide early intervention strategies and offer ongoing care plans that reflect the realities of their work. Your approach will be trauma-informed, collaborative, and grounded in the belief that psychological wellbeing is essential to the health of the team and the fire service as a whole. You'll be part of a small but dedicated team, working closely with another staff psychologist to ensure Toronto Fire Services has access to timely, compassionate, and clinically sound support. You'll help shape a comprehensive psychological health program that reflects the realities of the work and the needs of those who do it. Collaboration with

leadership, peer support teams, and allied services will be key to building a network of care. This position requires an individual who is adept at navigating dynamic environments, capable of responding with both empathy and clarity, and who possesses an understanding of the pace and distinctive complexities inherent in the work of Public Safety Personnel

Key Qualifications

1. Registered with a professional college of psychologists in North America and eligible (or currently) registered for autonomous practice with the College of Psychologists and Behaviour Analysts of Ontario (CPBAO).
2. Experience delivering mental health care, crisis response, and ongoing psychological support to first responders or emergency response teams within the public sector.
3. Possess experience and a comprehensive understanding of trauma-informed care and crisis response strategies.
4. Experience providing short-term clinical interventions, psychological assessment, and referrals.
5. Experience developing and delivering psychological health training and education programs.
6. A valid G driver's licence.
7. Demonstrated capacity to function effectively in high-pressure and fast-paced environments while exhibiting empathy and clarity.
8. Comfortable providing support both in-the-moment (e.g., post-incident) and through ongoing wellness initiatives.
9. Demonstrated proficiency in communication and collaboration, particularly within multi-disciplinary teams.
10. Committed to reducing stigma surrounding psychological health and promoting resilience in the workplace.
11. Familiarity with models of peer support.

How to Apply:

For more information on this and other opportunities with the City of Toronto, visit us online at <https://jobs.toronto.ca/jobsatcity/>. To apply online, submit your resume through the job portal, quoting **Job ID 59574**, by **Monday, October 13, 2025**.

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Equity, Diversity and Inclusion

The City is an equal opportunity employer, dedicated to creating a workplace culture of inclusiveness that reflects the diverse residents that we serve. Learn more about the City's commitment to [employment equity](#).

Accommodation

The City of Toronto is committed to creating an accessible and inclusive organization. We are committed to providing barrier-free and accessible employment practices in compliance with the Accessibility for Ontarians with Disabilities Act (AODA). Should you require Code-protected accommodation through any stage of the recruitment process, please make them known when contacted and we will work with you to meet your needs. [Disability-related accommodation during the **application process** is available upon request](#). Learn more about the City's [Hiring Policies and Accommodation Process](#).
