NOW HIRING · CANADIAN ADVENTURE CHARTERS INC.

Chief Operating Officer (COO) — Aviation Operations

Executive recruitment · Discovering the Undiscovered — Above, Below, and Beyond

Canadian Adventure Charters Inc. (CAC) · Freshwater Bay, Bonavista Bay, Newfoundland, Canada

Position	Chief Operating Officer (COO) — Aviation Operations
Organization	Canadian Adventure Charters Inc. (CAC)
Location	Headquarters: Freshwater Bay, Bonavista Bay, Newfoundland
Schedule	Full-time salaried executive; 40-hour standard week; rotational deployments
Compensation	Executive base salary, plus benefits (see Compensation and benefits)
Reports to	The President, CEO, and Founder, and Board of Directors

ABOUT CANADIAN ADVENTURE CHARTERS

Canadian Adventure Charters Inc. (CAC) is part of a group of companies with Continental Climate Construction Inc., RedHawk Survival Training Institute Inc. and The TerraMaris Club. Canadian Adventure Charters Inc. is headquartered in Freshwater Bay, Bonavista Bay, Newfoundland. CAC's operations follow a pathway from Gooseberry Island, then on board the RV Canadian Explorer, CAC's Polar Class icebreaker (from 2029 onward), and by Airbus H160 helicopter and private jet. RedHawk specializes in emergency management planning, preparedness, training, supplies, and on-site security.

THE OPPORTUNITY

CAC seeks an exceptional aviation executive and qualified helicopter pilot to build and lead a safe, secure, efficient and commercially successful aviation division serving private clients, members of The TerraMaris Club, and superyacht and megayacht owners, guests and charter clients. We seek a discreet, hands-on leader who reduces costs, generates profitable revenue, and anticipates risks and solves problems before they arise, without ever compromising safety.

AIRCRAFT, EXPEDITIONS AND GROUP INTEGRATION

- **Fleet:** the aviation division is built around the Airbus H160 and Bell 206 helicopters, de Havilland float planes and a 12-passenger Bombardier Challenger 650 private jet.
- **Marine integration:** coordinate aircraft and drones with the RV Canadian Explorer, expedition support vessels, shipboard operations, guest transfers, crew rotations, scientific missions, documentary production and emergency preparedness.
- **Expedition geography:** Newfoundland and Canadian waters, the Northwest Passage, the Canadian Arctic and Baffin Island, Greenland, Iceland, Europe, Pacific routes and Antarctic support, returning to Bonavista Bay.
- **Strategic alignment:** works in strategic alignment with the Chief Operating Officer of Continental Climate Construction Inc. and with RedHawk Survival Training Institute Inc.
- **Group operations:** work directly with the COO Drone Operations Executive of RedHawk Survival Training Institute Inc. on vessel and scientific missions, and support Continental Climate Construction Inc. projects, Gooseberry Island development and operations, and development of the Bonavista Bay wharf and the Mega Port Development Project.

EXECUTIVE ACCOUNTABILITIES

- Serve as, or work alongside, the accountable executive for CAC's commercial air operations: obtain and maintain an Air Operator Certificate under Part VII of the Canadian Aviation Regulations (CARs) and run an effective Safety Management System (SMS).
- Appoint and lead the Operations Manager, Chief Pilot and Person Responsible for Maintenance; oversee airworthiness, maintenance control and approved maintenance arrangements.
- Lead fleet strategy, crew recruitment, safety and security, training, insurance and regulator reporting, financial planning and international logistics; deliver measurable cost reductions, profitable revenue, preventive risk controls and high-performance service.
- Build a culture of integrity, safety, respect, innovation and exceptional client care across Canadian Adventure Charters Inc., RedHawk Survival Training Institute Inc., Continental Climate Construction Inc. and The TerraMaris Club. All RedHawk training is designed and delivered in-house by RedHawk Survival Training Institute Inc.

MANDATORY QUALIFICATIONS — ALL REQUIRED

- 15+ years of Canadian and international aviation experience covering helicopter and fixed-wing operations, including senior management of commercial air operations under Part VII of the CARs (or an equivalent foreign regime); engineering degree or demonstrably equivalent aviation engineering competency.
- A valid Transport Canada Commercial Pilot Licence — Helicopter or Airline Transport Pilot Licence — Helicopter, with a valid Category 1 medical certificate, and eligibility for Airbus H160 type rating, training and authorizations. Pilot duties require full qualification.
- Proven experience building or running an Air Operator Certificate, Safety Management System and maintenance control system, including Transport Canada inspections and audits.
- 5+ years of verified offshore and remote flying to ships, yachts, superyachts, helidecks, approved barges, remote landing sites, airstrips and airports, with moving-deck and marine coordination expertise.

- 5+ years of Arctic, Antarctic or comparable polar operations, including offshore and shipboard aviation, scientific support and emergency preparedness.
- 5+ years of direct, respectful professional collaboration with Inuit communities, governments, rights-holders and organizations in the Canadian Arctic and Northwest Passage; understanding of Inuit governance and protocols.
- 10+ years of classroom and field aviation instruction or expedition aviation training; extensive OEM, supplier, procurement, maintenance and supply-chain expertise.
- Extensive drone/RPAS operational knowledge and crewed/uncrewed aircraft coordination; comprehensive Transport Canada and international aviation, airworthiness, licensing, insurance and commercial operator compliance expertise.
- Aviation security: aircraft, airport, passenger and crew security, access control, threat assessment, cybersecurity, executive and private-client protection, confidentiality, and applicable Canadian and international aviation security requirements.
- Legally eligible to work in Canada, and must be a resident of Canada.
- **All basic PPE as required, such as work boots, hard hat, gloves, tool belts and basic tools.**
- Canadian Adventure Charters Inc. will supply all specialty tools and specialty PPE when and where required.

ASSETS

Current Airbus H160 type rating; instrument rating — helicopter; Commercial or Airline Transport Pilot Licence — Aeroplane with instrument privileges and Bombardier Challenger 650 type rating, or eligibility to obtain them; Transport Canada Pilot Certificate – Advanced Operations (RPAS); prior Operations Manager, Chief Pilot or accountable executive appointment; Canadian Coast Guard and SAR coordination knowledge, including SAR Tech capabilities; scientific remote sensing and responsible AI/ML applications; climate, coastal erosion and disaster-preparedness experience; documentary production support.

SCHEDULE AND TERMS

- Start date: March 2027.
- Full-time salaried position. Standard 40-hour week with weekly rest days; rotational deployments as the law permits. Overtime is compensated as employment standards law requires.
- Domestic and international travel, including expedition and shipboard deployments, as operations require.
- Full-time employee of Canadian Adventure Charters Inc. (not a contractor), paid through CAC payroll with CPP, EI and income-tax deductions, and a T4.

COMPENSATION AND BENEFITS

Base salary: CAD $175,000–$215,000 per year, with health and medical benefits included.

Benefits: extended health, dental, vision and drug coverage; life and AD&D insurance; short- and long-term disability; medevac coverage; employee assistance program; four weeks of vacation from the first year; a group RRSP or pension plan with employer contributions; paid travel; on-site meals and lodging when on rotation; and paid certification and licence renewals.

Performance bonus: Any bonus is based entirely on performance and paid only under a written, funded performance plan, with safety, compliance and conduct as required conditions. It is separate from and in addition to base salary and benefits, carries no guaranteed, automatic or optional entitlement, and a bonus in one period creates no entitlement in the next.

HOW TO APPLY

Application requirements: Only complete applications are reviewed: a cover letter, a résumé or CV, and three professional references.

Mandatory requirements (completed after a written conditional offer of employment, with your consent):

- Drug and alcohol testing
- Physical fitness testing
- A valid driver's licence and a clean driver's abstract, as this role includes driving company vehicles
- A criminal record check
- Current Transport Canada medical certificates required for the duties of this role

Accommodation is available in line with human rights law.

Apply by email to info@cacsd.ca with your resume, cover letter and copies of relevant certifications. Use “COO Aviation Operations” as the subject line and add a professional biography. There is no fee to apply. Please don't send your Social Insurance Number, health or banking information. Applications are handled under the Canadian Adventure Charters Privacy Policy at cacsd.ca.

All new hires must complete an on-site orientation provided by Canadian Adventure Charters Inc. before starting work.

Employment law: While CAC's flights are operated by licensed third-party air operators, this position is governed by the Newfoundland and Labrador Labour Standards Act and Human Rights Act, 2010. If CAC itself holds a Transport Canada Air Operator Certificate and this position is employed in that air operation, the position will instead be governed by Part III of the Canada Labour Code and the Canadian Human Rights Act. Your written employment agreement will confirm which law applies.

Compliance: This role must meet applicable Transport Canada Civil Aviation requirements and all related provincial and federal government requirements.

Equal opportunity: Canadian Adventure Charters Inc. is an equal opportunity employer under the Newfoundland and Labrador Human Rights Act, 2010, or the Canadian Human Rights Act where the role is federally regulated.

Aircraft and international operations are conducted under the required Transport Canada and foreign approvals with qualified operators. This appointment does not itself grant pilot privileges, air operator authority or emergency-response command.