NOW HIRING · CANADIAN ADVENTURE CHARTERS INC.

Chief Operating Officer (COO) — Marine 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) — Marine 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 a marine executive and senior master mariner to build and lead a safe, secure and commercially successful marine division serving private clients, members of The TerraMaris Club, and superyacht and megayacht owners and charter clients. We seek a discreet, hands-on leader who reduces costs, generates profitable revenue, and solves problems before they arise, without ever compromising safety.

FLEET, EXPEDITIONS AND GROUP INTEGRATION

- **Fleet:** boats, landing craft, barges, icebreakers, including the RV Canadian Explorer, and deep-sea submersibles, supported by CAC's aviation fleet of Airbus H160 and Bell 206 helicopters, de Havilland float planes and a 12-passenger Bombardier Challenger 650 private jet.
- **Aviation integration:** work hand in hand with the COO of Aviation Operations on helideck operations, guest transfers, crew rotations, drone launch and recovery, scientific missions and emergency preparedness, under one joint marine-aviation operating plan.
- **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 and the Chief Ocean Scientist 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

- Establish and maintain CAC's Safety Management System in line with the International Safety Management (ISM) Code and the Canada Shipping Act, 2001, including vessel safety, security and pollution-prevention plans and the designated person ashore role.
- Ensure every vessel is crewed and certificated under the Marine Personnel Regulations and STCW, and that polar voyages meet the Polar Code, the Arctic Waters Pollution Prevention Act and the Arctic Shipping Safety and Pollution Prevention Regulations.
- Lead fleet strategy, crew recruitment, training, insurance and regulator reporting, financial planning and international logistics.
- Build a culture of integrity, safety, respect, innovation and exceptional client care across the group. 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 marine operations experience, including command and fleet management.
- A degree in naval engineering (required).
- A valid Transport Canada Master Mariner's certificate of competency, with all endorsements current. Command duties require full qualification.
- Polar ice certifications, including advanced polar waters operations training under the IMO Polar Code (STCW V/4), current.
- 10+ years of hands-on technical and operational leadership in vessel construction: new-build construction, conversion and retrofit engineering, Polar Class icebreaker construction, and superyacht and megayacht build programs, to classification society standards and Transport Canada requirements.
- Extensive working knowledge of Canadian and international shipyards, OEMs, suppliers and construction teams, including shipyard project management, build specification and contract oversight, OEM and vendor relations, and supply-chain and procurement strategy.
- A full, clear understanding of Transport Canada marine regulatory requirements, DNV classification rules, SOLAS and MARPOL, and their application across new-build, conversion and in-service fleet operations.

- Proven experience running a Safety Management System under the ISM Code, including audits, surveys and flag-state inspections.
- 5+ years of verified offshore, remote and expedition operations, including tender, Zodiac and landing-craft guest landings, barge and cargo operations, and coordination with helidecks and moving-deck aviation.
- 5+ years of Arctic, Antarctic or other polar operations: ice navigation, 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 marine training and crew development; maintenance and dry-dock expertise.
- Comprehensive Transport Canada Marine Safety and Security, Canada Shipping Act, 2001, ISM, ISPS, class society and flag-state compliance expertise; submersible and ROV operational knowledge and diving operations oversight.
- Marine security: vessel, port and passenger security, ISPS ship security and the Marine Transportation Security Regulations, access control, threat assessment, cybersecurity, guest and client protection, and confidentiality.
- 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

Ice navigator experience aboard Polar Class or icebreaking vessels; dynamic positioning certification; boat, landing-craft, barge, icebreaker and deep-sea submersible operations; Canadian Coast Guard and SAR coordination knowledge; scientific survey, 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
- For the Chief Operating Officer, Marine Operations: a Transport Canada Master Mariner certificate of competency and all associated maritime certificates, with all tickets current.

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 Marine 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 voyages use chartered vessels crewed by licensed operators, this position is governed by the Newfoundland and Labrador Labour Standards Act and Human Rights Act, 2010. If CAC itself operates vessels and this position is employed in that marine operation, including the RV Canadian Explorer, CAC's Polar Class icebreaker (from 2029 onward), 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 Marine Safety and Security 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.

Vessel and international operations are conducted under the required Transport Canada, flag-state and foreign approvals with qualified crews. This appointment does not itself grant command privileges, vessel operating authority or emergency-response command.