



Be at the forefront of Canada's clean energy future.

Are you ready to shape the next chapter in tidal energy innovation? FORCE - the Fundy Ocean Research Center for Energy, is seeking a **Director of Science and Environmental Programs** to help lead our mission at a pivotal moment for Canada's renewable energy landscape. With new momentum from the federal Task Force for Sustainable Tidal Energy, world-leading tidal technologies on the horizon, and upcoming project opportunities at our test site, this is a rare chance to influence real change in a sector on the rise.

As Canada's lead research facility for tidal stream energy, our site supports industry and innovators by providing the electrical and marine infrastructure needed to test and connect tidal technologies to the grid. Our work focuses on advancing applied ocean science, assessing environmental effects, and building trusted partnerships across industry, research, community, and government.

We're looking for a strategic thinker with deep technical expertise, scientific curiosity, and strong leadership instincts. The role provides a blend of on-site presence at our FORCE test site in Parrsboro and within our Dartmouth office, as needed to support project delivery, fieldwork coordination, and team collaboration. If you're ready to contribute to a more sustainable energy future and thrive in a collaborative, mission-driven environment, this is your opportunity to make a lasting impact where the tides meet innovation.

Learn more about us at: fundyforce.ca

THE ROLE

As the Director of Science & Environmental Programs, you'll play a central role in shaping FORCE's scientific direction and driving the future of tidal energy innovation. You'll lead the development, implementation, and technical oversight of our strategic science initiatives and marine environmental programs, ensuring that everything we do meets the highest standards of scientific quality, rigour, and integrity.

In this role, you'll combine strategic vision with hands-on leadership, working closely with the Executive Director and collaborating with external stakeholders, Rights Holders, academic partners, tidal developers, and both regional and international peers. You'll guide the design and execution of research and monitoring programs, contribute to stakeholder engagement and outreach, and oversee the financial management of research projects.

This is an opportunity to lead science in service of impact, maintaining integrity while helping FORCE remain at the forefront of environmental stewardship and marine renewable energy.

KEY RESPONSIBILITIES

Strategic Science Leadership

- Foster regional and international collaborations, ensuring that FORCE remains connected to global tidal energy advancements and environmental stewardship by actively engaging with partners across borders.
- Demonstrate exceptional leadership, fostering a culture of collaboration, education, and engagement both internally within FORCE and externally with partners, Rights Holders and stakeholders.
- Translate environmental monitoring data into actionable insights that support informed decision-making for governments, developers, researchers, and communities, solidifying FORCE's leadership in marine renewable energy and environmental stewardship.

Technical Leadership

- Provide oversight and strategic direction for the Environmental Effects Monitoring Program (EEMP), ensuring compliance with Environmental Assessment (EA) approvals and related conditions. Manage work scopes and EEMP-related contracts, facilitating peer reviews and liaising with provincial and federal regulators.
- Lead the design, execution, and evaluation of innovative research and monitoring initiatives, working collaboratively to advance the understanding of tidal energy's environmental impacts in the Bay of Fundy.
- Strengthen in-house technical capacity by identifying, assessing, and recommending emerging technologies and sensor systems, including sonar, camera, and acoustic localization tools.
- Demonstrate a keen interest in expanding knowledge across scientific disciplines and lead quarterly reporting on monitoring activities and baseline data.

Industry Support & Regulatory Alignment

- Act as a technical advisor to developers, guiding the design and implementation of effective environmental monitoring programs.
- Ensure that all monitoring tools and methodologies adopted meet high standards of scientific rigor and align with the evolving needs of the tidal energy sector.
- Support project approvals under the Fisheries Act by reviewing submissions and monitoring frameworks to ensure they are based on the best available science.
- Foster strong relationships with developers, regulators, and environmental stakeholders, emphasizing collaboration and shared accountability.
- Champion a 'science in service of' approach, using FORCE's data and insights to empower and guide industry and regulatory partners.

Collaboration & Communication

- Build and maintain trust-based relationships with scientific, academic, regulatory, industry, and local communities, serving as a bridge between diverse perspectives and expertise.
- Represent FORCE with credibility at public forums, community sessions, industry events, and stakeholder meetings, ensuring clear and effective communication of complex scientific and technical information.

QUALIFICATIONS & COMPETENCIES

Education & Training

- Advanced degree (MSc or PhD) in Marine Science, Ocean Technology, Engineering, Environmental Science, or a related field is required
- 5–7 years of experience in ocean technology, applied marine science, or marine environmental monitoring.
- Experience collaborating with regulatory bodies, industry partners, and environmental stakeholders.
- 3–5 years of experience managing complex scientific or technical programs involving multidisciplinary teams, diverse stakeholders, and multiple concurrent deadlines.
- Proven track record of successful contributions to research funding proposals.
- Certification or training in Program/Project Management is an asset.
- Familiarity with tidal energy is a strong asset.

Technical Skills

- Proven hands-on experience in designing and overseeing complex monitoring and research programs.
- Strong understanding of sensor systems (e.g., sonar, acoustic, video, or other marine monitoring tools).
- Ability to assess knowledge gaps and plan for data collection, analysis, and reporting.
- Strong communication skills, both written and oral.
- Proficiency with the MS Office suite.
- Familiarity with data processing software / machine learning / AI is an asset.

Fit is Key

Fit with our team is vital to success in this role. We're looking for a solid leader *and* teammate who brings strategic leadership and technical precision, while remaining adaptable, curious, and grounded in collaboration. As the successful candidate, you will need to balance independent initiative with teamwork, manage multiple priorities across long- and short-term horizons, and bring a solutions-oriented mindset to complex and sometimes fast-evolving challenges.

Strong communication skills are essential; you should be mindful of the importance to actively listen, engage diverse perspectives, and translate complex scientific ideas for a range of audiences. Above all, you lead with integrity, make informed decisions with confidence, and navigate stakeholder and regulatory relationships with professionalism, empathy, and a shared sense of purpose.

Expertise is essential - but how you apply it matters most. We value those who bring their knowledge to the table with purpose, using it to strengthen the team, serve our mission, and support our stakeholders. If you're someone who thrives on collaboration, shared success, and putting the work first, we want to hear from you.

To Apply

If you're ready to make an impact, we ask you provide your most recent CV with a compelling covering letter, highlighting your fit and experience for this role to: recruit@fundyforce.ca for an initial review.

We embrace inclusion and diversity and welcome applicants to self-identify. Please feel free to indicate if you belong to or self-identify as a member of an underrepresented group, including people who are Indigenous, racially visible, living with a disability, women, or people of diverse sexual orientations and gender identities, including 2SLGBTQI+ communities.

All applications will be reviewed. Only those selected for an interview will be contacted. We appreciate your interest in joining FORCE and look forward to learning about you.