

Program Manager

Major Programs - Dartmouth, Nova Scotia

Location: Dartmouth, Nova Scotia

Workplace: Onsite

<https://geospectrum.bamboohr.com/careers/281>

Career Opportunity

We are seeking an experienced Program Manager to lead defence and commercial programs across both domestic and international markets, serving as the organization's primary representative.

Partnering with the Business Development team, the Program Manager plays a key role in preparing bids and proposals. Upon contract award, this role takes ownership of the full program life cycle, guiding a specialized, multi-disciplinary team through execution. The Program Manager drives all aspects of planning, development, and delivery—managing budget, schedule, resources, risk, safety, and quality. This position may also involve leading a team, with a focus on people leadership and fostering a culture of engagement.

Responsibilities

- Plan, develop, and deliver the program management life-cycle for awarded multi-year programs.
- Act as the customer's primary point of contact and build professional, trusting relationships.
- Establish, manage, and report on Program status, scope, budgets, timelines, milestones and other project controls.
- Proactively balance and communicate customer and team project expectations.
- Understand and coordinate project interdependencies and provide direction to project managers to ensure program deliverables and expectations are met.
- Be an advocate for the team and customer, acting as a liaison between the two while protecting the interests of each.
- Support the development of bids and proposals by leading the program and technical components of the submission.
- Lead a high-performance, engaged program team.
- Pro-actively identify and manage foreseeable and current risks, issues, and constraints, and take corrective actions while collaborating with stakeholders.
- Lead the program teams' domestic and/or international travel, (including on short notice) with the support from travel coordinators/partners. The PM travels with the team for client relations and program management.
- Manage program documentation in accordance with company procedures, security and compliance measures.

- Operate under and contribute to the maintenance of the GTI Quality Management System.
- Lead program safety in collaboration with the program safety manager according to company procedures.

Qualifications

- Post-secondary education in Engineering, Engineering Technology, or relevant career experience.
- Minimum five (5) years of Project/Program Management experience for highly complex programs.
- Minimum two (2) years people leadership experience.
- Demonstrated experience with planning, monitoring and executing budget and resource allocation for multi-million dollar programs.
- Experience managing large and complex projects in a similar industry.
- Professional Engineering designation, an asset.
- Knowledge of industry-specific regulations and standards.
- Valid passport required.

Security Requirements

All candidates must be eligible to apply for and maintain Canadian Controlled Goods and Canadian Government Security Clearances.

About Us

GeoSpectrum Technologies was founded in 1994 by friends who wanted to work together and build a collaborative workplace where employees take pride in contributing to cutting-edge technology from concept to delivery. Based in Dartmouth, Nova Scotia, we design and manufacture state-of-the-art underwater acoustic components, transducers, and end-to-end systems for maritime surveillance and exploration. Serving clients across ocean science, defence, and oil and gas industries, we are known for our innovation and for delivering reliable, customized solutions that exceed customer expectations. Over three decades, our core values have shaped a supportive and creative environment that emphasizes employee engagement, technical excellence, and strong customer relationships.

To learn more about who we are and what it's like to work at GeoSpectrum, we invite you to watch our company video by visiting www.geospectrum.ca.

Total Rewards

We recognize that our people are our most valuable asset. Our Total Rewards package is designed to support your wellbeing, growth, and long term success. It includes a competitive base salary, comprehensive health and wellness benefits, paid time off, opportunities for professional development, and programs that recognize and reward your contributions.

We offer:

- Competitive salary based on experience
- Work-life balance with core hours
- Paid time off
- Employee-family assistance program
- Comprehensive Extended Health Group plan benefits
- Virtual healthcare
- GRSP employer match plan
- Corporate discounts and perks
- Career development opportunities
- Professional development and training
- Monthly activities led by Social Committee
- Employee driven wellness and activity initiatives
- Onsite gym for employees
- Free on-site parking

Professional Development

GeoSpectrum is committed to creating an environment where colleagues can thrive both professionally and personally, while advancing cutting edge underwater acoustic technology. You'll engage in regular development and performance discussions with your manager, have access to an online learning platform, and benefit from mentoring programs designed to strengthen your skills and open doors to new opportunities in your field.

We foster a collaborative and inclusive workplace where diverse perspectives are valued, opportunities for growth are equitable, and every colleague can reach their full potential. At GeoSpectrum Technologies, we hire and develop talented individuals who drive innovation.

Accommodation

GeoSpectrum Technologies is committed to employment equity and building a diverse workforce where every employee can bring their best self to work. We encourage applicants from all qualified individuals, including underrepresented individuals who identify as African Nova Scotian, racially visible, Indigenous persons, LGBTQIA2S+, persons with disabilities, and women. GeoSpectrum will accommodate applicants' disability-related needs, up to the point of undue hardship, throughout all stages of the recruitment and selection process. If you are a member of an equity group, we encourage you to self-identify on either your application form, covering letter, or resume.

Apply Today

While we sincerely thank all applicants for taking the time to apply, only those chosen for an interview will be contacted.

If you require a disability-related accommodation in order to participate in the recruitment process, please contact the recruitment team by email at jobs@geospectrum.ca.