

Associate Program Manager

Position Location(s)

Dartmouth, CAN, Ottawa, CAN

Date Posted: **October 23, 2026** Requisition ID: **22198** Final Clearance for the Role

Nato Secret Shift 1 Level Of Experience: **Experienced Professional**

Clearance Required to Start: **None** Telework: **Employee will Telework >= 50%**

Functional Area: **General Management** FT/PT/Casual: **FullTime**

Business Area: **Rotary and Mission Systems**

Preferred Salary: **C\$91,250 - C\$119,750**

https://lockheedmartin.eightfold.ai/careers?query=Associate+Program+Manager&start=0&location=current+location&pid=996477502544&sort_by=relevance

Standard Job Description

Directs all phases of programs from inception through completion. Responsible for the cost, schedule and technical performance of company programs or subsystems of major programs. Participates in the negotiation of contract and contract changes. Coordinates the preparation of proposals, business plans, proposal work statements and specifications, operating budgets and financial terms/conditions of contract. Acts as primary customer contact for program activities, leading program review sessions with customer to discuss cost, schedule, and technical performance. Establishes design concepts, criteria and engineering efforts for product research, development, integration and test. Develops new business or expands the product line with the customer. Establishes milestones and monitors adherence to master plans and schedules, identifies program problems and obtains solutions, such as allocation of resources or changing contractual specifications. Directs the work of employees assigned to the program from technical, manufacturing and administrative areas.

Specific Job Description:

The Associate Program Manager, Project Controls & Governance on the Canadian Surface Combatant (CSC) program provides direct PM support to the Program Operations PM function.

The Associate Program Manager's role is to support CSC PM organization by performing various duties which may include, but is not limited to:

- Supporting the Deputy Program Manager in leading and evolving the CSC Change Management process, ensuring changes are effectively assessed, governed, communicated, approved, and delivered while driving continuous process improvement.
- Perform CAM responsibilities, including EVM analysis, VARs, ECRs, and participation in the EVM business rhythm, while supporting program performance reporting and execution.
- Reviews status of projects and budgets; manages schedules and prepares status reports, with a primary focus on change management.
- Leverages program toolsets and drives the adoption of AI-enabled capabilities to improve problem solving, decision-making, operational efficiency, and overall program performance.
- Participates in budget development and evaluating how project plan changes impact cost and schedule. Typically incumbents would be working towards or have achieved Project management certification.
- The Associate Program Manager's role is a foundational PM position established to provide direct support to program leadership while supporting professional development and growth opportunities within the PM function, leading towards increasing levels of PM certification.

Basic Qualifications

- Hold Secret clearance or ability to obtain
- The candidate will have an appropriate degree from an accredited university (e.g., Engineering, Computer Science, or a related technical discipline) and

preferably a background as an Engineer or Engineering Technologist, or an equivalent combination of education and professional experience.

- 3-5 years' experience in the defence industry
- Proficient with Microsoft Office suite (Word, Excel, PowerPoint)
- Strong communication and interpersonal skills
- Ability to interact with all levels within the organization
- Ability to understand new concepts quickly
- Strong organizational and planning skills
- Ability to handle multiple projects concurrently
- Works collaboratively in a team environment
- Likes to work in a fast-paced, challenging environment and is a creative problem-solver
- Ability to work autonomously.

Desired Skills

- Understanding of PM Processes
- Experience in dealing with customers
- Familiarity with Public Services and Procurement Canada (PSPC) process
- Experience using tools such as Jira, Tableau and Confluence
- Formal PM training (PMP) or certification.
- Lean, Continuous Improvement, or Six Sigma training/certification