

The Employment Journey on PEI

MANY JOB OPTIONS ON PEI

PRINCE EDWARD ISLAND • CANADA

Employment opportunities in the marine manufacturing and design industry in rural PEI

by Stella Shepard

MarineNav Ltd. was founded by **Kevan Merson** in 2005 and is located on the picturesque shores of Panmure Island. The company designs and manufactures marine grade computers, marine displays, and underwater remotely operated vehicles.

“With more than 15 years in business, we have supplied thousands of units to navies and coast guards around the world, as well as numerous commercial and scientific research vessels,” says **Harold Phillips**, Accounts Manager. “As well, the company has a long-standing commitment to the local fishing fleets and the luxury yacht segment.”

New development: underwater robot

The MarineNav Oceanus line has developed a Remotely Operated Vehicle (ROV) which is an underwater robot.

The purpose of the Oceanus ROV is to perform tasks sometimes deemed too dangerous for a diver. The ability to record and capture images from a dive allows for a closer inspection and review of images to better determine a course of action. ROVs are used in a multitude of situations including hull and wharf inspections, as well as in the aquaculture industry and border security.

“Developing the new technology was a collaborative effort by the entire team at MarineNav,” says Harold.

“There are so many aspects of the build that require very specific skill sets including the initial design of the unit, precision machining of parts, coding and programming the topside and controls, and sourcing the raw components to complete the build in-house.”

About the staff

MarineNav has a team of Engineers, Designers, and Technicians with decades of experience in the marine technology and manufacturing industries. Eighteen staff are employed.

Job titles include:

- Operations Manager
- Sales
- Quality Control Personnel
- Precision Machinist
- Office and Clerical positions
- CNC Operator
- Computer Programmers and Coder
- ROV Software Board Designer

Hiring needs

“We are always on the look-out for qualified people to join our team. As we are situated in rural PEI, we always try to recruit locally when possible.

“We offer above-average industry wages and excellent benefits packages.”

“When dealing with various government agencies and numerous international clients, bilingualism is always a benefit. Currently, we have staff members who speak English, French, German, and Arabic.

“For certain positions, a trade certificate, university degree or college diploma is required. As we design and manufacture our products in-house, we require some very specific skill sets to accomplish our goals.

“Most of our positions are full-time on location. On occasion, we hire outside contractors to assist with certain aspects of a project or to assist with introducing our product line into a new or developing market.

“It is a fun and exciting company to work for. As we are a research and development facility, our projects are constantly evolving and changing.”

Harold says working at MarineNav can be a fast paced work environment with a lot of unconventional approaches to a specific task. “For example, with our ROV project, a lot of product testing takes place at the local pool, a boat, or a wharf, when weather permits.”

How do you advertise for staff?

MarineNav advertises and recruits employees through the local Job Bank and by word of mouth. They also meet with local universities and colleges to assess potential graduates who may want to apply for upcoming positions.

“The best way to get your foot in the door is to send a resumé to our management team.”

How to apply

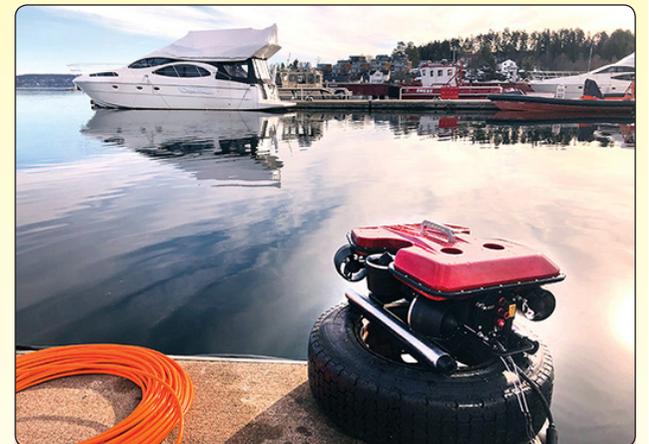
Resumés and cover letters may be sent to **Carol Gregory**, Operations Manager, at carol@marinenav.ca

“During the interview process, we require a security check,” says Harold. “The key to any application is to be honest and be sure your resumé and cover letter looks professional.

“The hiring process is typically done within two weeks of the job posting closing date. Each employee hired is put on a probationary period for six months. Training is provided on a continual basis for all staff throughout the course of their employment.



Harold Phillips, Accounts Manager with MarineNav Ltd., pictured with two Remotely Operated Vehicles (ROVs) destined for the European Aquaculture industry, which are designed and manufactured in-house at MarineNav on PEI.



On-site at Marine Nav in Panmure Island. Submitted photo.

“A big part of working at this company is staff unity and the ability to work in a close-knit team environment. The efforts and success of the company are not the result of a single individual but rather of the hard work and dedication of the whole team.”

What will the work within your company look like in five years?

“As interest in the product grows, we’ve seen major growth potential in new and emerging markets on a global scale, which requires additional skilled employees to help meet the demands of industry,” says Harold.

“Over the next five years, we see major growth and expansion in the ROV industry, as technology advances allow components to get smaller and smaller,” says Harold.

“This will allow the ability to integrate more components into our ROV platforms, such as 4k cameras, and the ability to dive to even deeper water depths.”

For more information about **MarineNav Ltd.**, contact **Carol Gregory**, Operations Manager, at **902-838-7011** or email carol@marinenav.ca
Visit www.mاريناناف.ca

