

We are looking for an experienced Software Engineer to join our team.

About

Ocean AID is a marine tech startup located in the Bioinnovation Hub in Victoria, BC, and specializes in making real-time marine intelligence possible through edge-computing, computer vision, and live signal processing. Our mission at Ocean AID is to provide fast and accurate detections of underwater objects to help create cleaner, healthier, and safer ocean ecosystems. We have a research and development project and are looking to hire a full-time experienced Software Engineer.

This R&D project is focused on developing an AI-powered Automatic Target Recognition (ATR) system for real-time fish detection and mapping using live CHIRP sonar data for sport fishing. This project is funded until September 6th, 2025 and we are in the process of getting more funding to extend for another year at least.

Job Description

This is different from your typical tech job. You'll play a key part in developing and enhancing Ocean AID's software and hardware from its MVP stage to a universally adopted, industry-defining, application that is responsive to rapidly evolving customer needs. Your work will directly impact Ocean AID's products.

We have an MVP product which we will continue to enhance for our clients and the needs of the markets that we are targeting. Our products require continued research and development. Your job at Ocean AID will be very hands-on with making improvements to the technology and creating a development plan for scaling alongside other developers.

Position: Lead Software Engineer

- Employment: Starting May 1st
- Base Salary: \$50.00 per hour
- Hours per Week: 35 (subject to business needs)
- Location: Hybrid (will consider fully remote for the right candidate)

Core Responsibilities

- Lead and mentor a team of software engineers
- Design and implement scalable software solutions
- Research and integrate new technologies
- Develop and refine AI models

- Manage system architecture and technical decisions
- Collaborate with cross-functional teams
- Establish best practices and coding standards
- Conduct code reviews and ensure code quality
- Contribute to the technical vision and development of Ocean AID

Qualifications

- Experience collaborating with remote teams is a plus, including effective communication and project coordination.
- Ability and experience to mentor junior developers and drive best practices in code quality, testing, and documentation.
- Comfortable in agile, fast-paced environments that prioritize rapid iteration and market responsiveness.
- SaaS Startup Experience
- 7+ years of software development experience
- 3+ years of team leadership experience
- Strong expertise in Python, Qt, and AWS suite
- Experience with AI/ML technologies
- Excellent problem-solving and communication skills
- Master's Degree (preferred)

Benefits

- Competitive hourly rate
- Flexible remote work arrangement
- Professional development opportunities
- Potential for salary adjustments based on performance
- Shares - employee option pools

We look forward to having you as part of our team!

Please send your resume and cover letter to contact@oceanaid.ca by no later than **11:59pm (PST) on April 10, 2025**.

Thank you for your interest, due to the number of applicants, only shortlisted candidates will be contacted.