



Marine Atlantic
Marine Atlantique



Director of Internal Audit, Marine Atlantic Inc.
Sydney, NS

Marine Atlantic, Inc. is searching for a collaborative and experienced Director of Internal Audit to join their team.

The Organization

Marine Atlantic Inc. provides an essential transportation service connecting Nova Scotia and Newfoundland via 2 routes. Offering a unique experience to passengers near and far, Marine Atlantic strives to provide environmentally responsible services as a Green Marine Participant organization to the Atlantic Region. Through their connections in port town regions, Marine Atlantic is continuing to promote development in Newfoundland and Labrador and Nova Scotia.

The Internal Audit Department at Marine Atlantic provides an independent and objective assurance and consulting service, adding value, and assisting the company in achieving its strategic objectives. Internal Audit provides risk-based insights and advice across all areas of the organization with a focus on strategic objectives and core operations. The department follows the standards and guidance of the Institute of Internal Auditors in completing its mandate.

The Role

Reporting to the Board of Directors Audit and Finance Committee, administratively reporting to the Chief Executive Officer, this leader will collaborate closely with senior management to identify and mitigate risks, improve operational efficiency, and promote a culture of trust, accountability, and transparency within the organization. The Director of Internal Audit plays a pivotal role in ensuring the effectiveness of internal control systems, risk management processes, compliance with regulatory requirements, and as a collaborative partner in helping the organization reach its strategic objectives. The Director is responsible for building trusting relationships with Internal Audit across company departments. They support strategic alignment through audit planning that collaboratively assesses, reports on, and makes suggestions for improving the company's key operational and finance activities and internal controls.

Key areas of oversight and responsibility are:

Strategic Leadership and Advising – Provides creative and visionary leadership to the company through comprehensive and supportive audit strategy and planning, ensuring alignment with Marine Atlantic's goals and strategic priorities while considering the unique risks and challenges of the marine transportation industry.

Continuous Improvement and Risk Assessment – Proactively ensures alignment with organizational goals by leading and overseeing internal audits (including financial, operational, and compliance audits).



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Stays abreast of industry trends, emerging risks, and best practices in internal auditing and makes recommendations for process enhancements.

Communication and Management – Manages Audit Department staff and liaises with external consultants while proactively communicating with leadership and colleagues about opportunities, risks, data collection, and audit results.

The Ideal Candidate

As the ideal candidate, you are committed to continuously improving your organization by creating collaborative opportunities for internal staff and leaders to reflect on and change how they work. You are an experienced and creative leader who is adept at developing systems and processes that can shed light on opportunities to improve or identifying and mitigating risks to the organization. You are good at getting things done. You are an authentic communicator capable of building momentum and garnering trust among colleagues to support your work. You lead with integrity, courage and employ good judgment in decision-making.

Qualifications and Experience

While the Search Committee recognizes that no one candidate is likely to meet all qualifications in equal measure, those listed below are desirable and will be used to compare candidates.

- Bachelor's degree (preferably with a major in accounting, finance, or a related field); with a CPA designation. A master's degree or additional relevant professional certifications (e.g., CIA, CISA) is considered an asset.
- Minimum of 10 years of progressive experience in internal auditing, with a minimum of 3-5 years experience in a leadership role.
- Strong knowledge of new best practices in strategic internal audit methodologies, risk assessment, and control evaluation.
- A proven track record of fostering positive relationships.
- Experience developing audit reports that are useful for all audiences including boards, leadership and internal departments.
- Demonstrated leadership and team management abilities.
- Proficiency in audit software and data analytics tools.
- Familiarity with marine transportation operations and related regulations is an asset.

Skills and Attributes

- An exceptional problem-solver with highly analytical thinking processes.
- Very strong relational skills, with the ability to quickly build trusting relationships and confidence.
- Well-developed human leadership skills and a high degree of emotional intelligence.
- Unimpeachable ethics and integrity, with sound judgment and the ability to maintain confidentiality.
- Decisiveness combined with a facilitative style and the ability to effectively explain decisions, bringing clarity to complex issues.



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- Strong communication skills, including presentations and written reports.

Salary: \$114,111.44 - \$142, 639.30

Marine Atlantic Inc. is committed to employment equity and diversity and encourages applications from all qualified candidates, including women; people of any sexual orientation, gender identity, or gender expression; Indigenous peoples; visible minorities/racialized people; and people with disabilities.

We will provide support and accommodations to applicants with disabilities, upon request. If you need accommodation in order to participate as a candidate in the recruitment process, please contact accommodate@kbrs.ca or communicate your needs to the recruitment professional named in the job description.

If you are interested in this opportunity, contact Michelle Doyle at mdoyle@kbrs.ca, Kyle Steele at ksteele@kbrs.ca, or Dr. Jennie Massey at jmassey@kbrs.ca

-Self ID language

-Equity language