

Job Title: Director of Operations

Location: Montreal

Department: Operations

Reports To: Chief Executive Officer (CEO)

About Us:

SimthetiQ is a global leader in 3D simulation entity modeling, synthetic terrain generation, and the development of advanced training applications for simulation and training environments. For over 20 years, we have supported the defense, civil aviation, energy, and transportation sectors with innovative solutions that enhance operational readiness and mission success.

With two decades of proven expertise, SimthetiQ enables organizations to train and operate effectively in mission-critical and high-risk scenarios. Our clients include defense forces, OEMs, defense primes, training institutions, and emergency response agencies worldwide.

Position Overview:

The Director of Operations will lead and optimize our 3D Simulation Entity Model and Synthetic Terrain products day-to-day operations, ensuring seamless coordination across 3D asset production, configuration, QA, and delivery, maximizing customer satisfaction. This strategic leader will oversee project timelines, cost performance, resource allocation, cross-departmental workflows, and compliance with defense industry standards and contracts. The ideal candidate will have a strong background in production operations, project management, and familiarity with requirements for the defense simulation & training segment as well as defense procurement.

Key Responsibilities:

Operational Leadership

- Direct and oversee the full lifecycle of 3D Simulation Entity Model and Synthetic Terrain production and delivery workflows.
- Implement and fine-tune existing operational policies and procedures.
- Ensure all projects are delivered on time, within scope, and on budget.

Cross-Functional Coordination

- Collaborate closely with Product Owners, and Development/Tools teams to ensure project and production goals are met.
- Act as the primary liaison between production teams and executive leadership.
- Interface with government/military stakeholders and ensure requirements are translated into production deliverables.

Program & Project Management

- Oversee scheduling, resourcing, and pipeline optimization for multiple concurrent projects.
- Track performance metrics and generate reports for senior leadership and clients.
- Lead risk assessment, mitigation planning, and problem resolution efforts.

Compliance & Quality Assurance

- Ensure alignment with defense modeling standards (e.g., SISO, DIS, HLA, etc.).
- Work with QA teams to uphold visual, behavioral, and performance accuracy of simulation entities and synthetic terrains.
- Maintain required security and classification compliance in all aspects of operations.

Strategic Planning & Scaling

- Supervise and mentor Technical Leads and Production team
 - Implementing the necessary steps to support the sustainable growth of the business' 3D Simulation Entity Model production capacity.
 - Identify and implement process improvements to increase efficiency and scalability.
 - Support business development efforts by contributing to proposals (including scope and effort assessment), resource planning, and execution strategies for new contracts.
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Required Qualifications:

- Bachelor's degree in Business, Engineering, Simulation Technologies, or related field.
- 10+ years of operational leadership experience, ideally in simulation, defense, gaming, or visual effects industries.
- Proven experience managing complex technical production pipelines.
- Familiarity with defense contracting, procurement, and standards (e.g., MIL-STD, DoD contracts).
- Strong leadership, organizational, and communication skills.

Preferred Qualifications:

- Experience with 3D modeling, simulation frameworks (e.g., Unity, Unreal, VBS), or entity model production tools.
- PMP, Six Sigma, or similar project/process management certification.
- Government security clearance (Active or Eligible) is a significant plus.
- Background in working with military SMEs or simulation/training applications.