

COURTNEY HAYES

SENIOR ENVIRONMENTAL PROJECT MANAGER

Applied Research • Environmental Innovation • Marine & Industrial Projects

August 4, 2026

Merinov

Cap-aux-Meules, Quebec

Subject: Application for Applied Research Project Manager

Dear Hiring Committee,

I am pleased to submit my application for the Applied Research Project Manager position with Merinov. With more than 12 years of experience leading multidisciplinary environmental and technical consulting projects across Canada, I have developed extensive expertise in project management, client advisory services, technical leadership, and delivering practical solutions to complex environmental challenges. The opportunity to contribute to Merinov's work in marine innovation, applied research and technology transfer strongly aligns with both my professional experience and long-term career interests.

In my current role as Senior Environmental Project Manager with Simpcw Resources Group, I lead complex environmental programs from planning through implementation, overseeing project budgets, contracts, resource coordination, technical teams, and stakeholder relationships. I collaborate closely with environmental specialists, engineers, Indigenous partners, regulators, and clients to develop evidence-based solutions that balance environmental, operational, and business objectives. My experience managing multiple concurrent projects, preparing technical documentation, and communicating complex information to diverse audiences has strengthened my ability to deliver high-quality projects in dynamic environments.

What particularly attracts me to Merinov is its commitment to applied research that directly supports Québec's fishing, aquaculture, and marine industries. I am excited by the opportunity to apply my project management and technical consulting experience within an organization dedicated to innovation, collaboration, and sustainable marine resource development.

Thank you for your time and consideration. I would welcome the opportunity to discuss how my leadership experience, collaborative approach, and passion for environmental innovation can contribute to Merinov's continued success.

Sincerely,

A handwritten signature in black ink that reads "Courtney Hayes". The script is fluid and cursive, with the first letter of each name being capitalized and prominent.

Courtney Hayes