MAHI

About MAHI

At MAHI, we're turning years of pioneering ocean crossings into real-world autonomy for vessels of every size. Joining MAHI means helping make maritime operations safer, smarter and more sustainable.

We build maritime autonomy for surface vessels. Our hardware enabled software pairs the MAHI Sense marine grade edge computer with the MAHI Remote Operations Center to deliver situational awareness, remote supervision and collision avoiding local path planning that works even without connectivity. Founded in 2022 and based in Mechelen, Flanders, MAHI grew out of Project Mahi (started in 2015), the team behind Mahi-2, the first autonomous solar vessel to cross the Atlantic in 2021–2022. Today our systems are integrated on new builds and retrofits from 6 to 60 meters.

If you're ready to provide value and truly make a difference, MAHI is the place to be. You will work as part of a tight knit team of 12, incl. our cofounders:

Andreas Belderbos: COO who keeps operations smooth from contracts to sea trials.
Quinten Lauwers: CPO who sweats the details and ships features that matter.
Pieter Jan Note: CEO who keeps the vision clear and the pace smart.
Bertold Van den Bergh: CTO who makes hardware and software play nice at sea.

How we work

We optimize for doing. We ship, learn and improve in short loops. Ownership over ego. Practical impact over slide decks. Clear communication, fast decisions and respect for the craft.

Your role

This isn't a "follow the playbook" job. This is a build-the-playbook-while-flying-the-plane role. You'll work directly with the founding team, touching every part of the business, solving problems that don't have solutions yet, and moving at a pace that would make most people dizzy. One day you're negotiating van specs. The next you're crafting a killer sales proposal. The day after? You're screening candidates and researching Polish maritime law. If that sounds chaotic, you're right. If that sounds thrilling, keep reading.

MAHI

What You'll Actually Do

Global Ops & Compliance

- Navigate the maze of international maritime certifications (because yes, every country has different rules)
- Track and expedite critical import/export certificates
- Become our go-to expert on "how do we legally do X in Y country?"

Venture Development & Talent

- Attract and screen exceptional people who'll help scale MAHI (first-round interviews for key positions)
- Research strategic business questions - from market entry strategies to competitive positioning
- Support fundraising efforts, investor relations, and partnership developmentBuild frameworks and processes that enable rapid scaling without breaking things

Technical Translation

- Review user manuals and make them actually understandable for non-engineers
- Write compelling Concept of Operations documents for client demos
- Build operating manuals that a boat captain with zero tech background can follow

Revenue Generation

- Prepare killer proposals that showcase MAHI's capabilities
- Add context and understanding to turn templates into winning

Operational Excellence

- Fleet Management: Spec, procure, register, and insure our new demo van
- Demo Coordination: Staff trials and demos, then extract and distribute
- Tools & Systems: Research and implement better wikis, project management tools, and internal

You're Perfect For This Job If

- You're a Swiss Army knife - comfortable jumping between HR, sales, ops and technical writing in the same day
- You execute relentlessly - you don't wait for permission; you make it happen
- You love 0→1 challenges - ambiguity excites you, not paralyzes
- You write clearly - you can explain complex tech to your grandma
- You're resourceful AF - Google, ChatGPT, calling experts - whatever it takes
- You have founder energy - high ownership, low ego, all hustle
- You're organized chaos - you thrive managing 15 balls in the air

MAHI

Bonus points:
- You've worked in a startup before (pre-Series A)
- You have maritime, logistics, or hardware experience
- You speak multiple languages
- You've done something unusual that shows you're a bit crazy (in a good way)

What to Expect

This is an early-stage startup role, which means:
- Your responsibilities will evolve as the company grows
- You'll need to be self-directed and figure things out independently
- Flexibility is key - some weeks are intense, especially around demos and trials

What You'll Get

- Direct access to founders - your ideas shape the companyExposure to every aspect of building a deep-tech startup
- A front-row seat to the autonomous maritime revolution
- Problems that actually matter (maritime safety, efficiency, sustainability)
- Rapid growth - this role is a launching pad, not a landing spot
- The satisfaction of seeing your work in action on real vessels

The Bottom Line

Ready to join us?

If you are passionate to learn more in 6 months than most people learn in 2 years, make mistakes and improvise, build systems from scratch, but also want to be in the trenches with founders building something that matters, in an industry that's decades overdue for disruption, this is your shot. Apply now through the form on our website and help us bring MAHI's vision to the world.

Thanks for considering MAHI as your next adventure on the water!