

# Sales Manager, Southern Europe

## About DHI

DHI is a global and independent company dedicated to addressing complex challenges in water, environment, and sustainability. We provide a wide range of services including advisory, digital solutions, research, and water governance, supported by our industry-leading **MIKE Powered by DHI** technologies.

As part of our continued growth, we are seeking an experienced and results-driven **Sales/Business Development Manager** to expand our **Marine & Coast (M&C)** products and services across **Southern Europe and selected African markets**.

## Role Overview

You will be responsible for developing and executing a strategic business plan to drive growth across Southern Europe (e.g. France, Spain, Portugal, ) and selected African countries.

You will manage the full sales cycle—from opportunity identification and market analysis through to client engagement, proposal development, and deal closure. A strong focus will be placed on expanding DHI's footprint in both mature European markets and emerging African markets.

Success in this role requires a proactive, entrepreneurial mindset, strong regional awareness, and the ability to navigate complex, multi-stakeholder environments.

## Key Responsibilities

### Business & Market Strategy

- Develop and implement a regional growth strategy for Southern Europe and Africa aligned with DHI's global objectives
- Identify priority countries, key sectors (e.g., coastal resilience, ports, offshore energy), and strategic accounts
- Develop and manage partnerships with universities through MoUs, promote software to the academic sector, and support university-led training programs.

### Full Sales Process Management

- Proactively generate new leads through networking, industry events, partnerships, and digital channels
- Lead all business development activities including market research, client meetings, presentations, quotes, and offers, tender participation, and contract negotiations
- Clearly communicate the value of DHI's solutions, including software, advisory, and digital services ensuring customers recognize the value of our products and services.

### Collaboration & Stakeholder Engagement

- Work closely with experts across Marine & Coast
- Coordinate with technical teams for proposal preparation, tender submissions, and project delivery
- Engage with local partners, agents, and consultants where relevant

### Data & Pipeline Management

- Maintain accurate and up-to-date sales data in CRM systems (e.g., Dynamics, Maconomy)
- Perform regular sales forecasting, pipeline analysis, and reporting to senior management

### Customer Development

- Strengthen client relationships to drive repeat business, cross-selling, and long-term partnerships
- Work with Customer Care to secure software renewals, subscriptions, and service contracts

### Team Contribution

- Share market insights and best practices with colleagues
- Support regional initiatives, training, and knowledge development

## About You

- Degree in hydraulic, coastal, environmental, or water engineering, or equivalent. Alternatively, business degree combined with strong experience in water/marine sector)
- 5+ years' experience in sales or business development of software, SaaS, or technical solutions, preferably within the water, marine & coastal environmental, or related sectors.
- Proven track record in achieving or exceeding revenue targets

- Experience in Southern European markets is required; experience in African and Maghreb markets is a strong advantage

### **Your Skills**

- Highly self-motivated, performance-driven, and results-oriented
- Strong strategic thinking and analytical capabilities
- Excellent communication and presentation skills, able to influence senior stakeholders
- Ability to operate effectively in diverse cultural and regulatory environments
- Fluent in **English and French**; additional languages (Spanish, Portuguese, Arabic) are an advantage
- Comfortable with frequent international travel

### **Key Performance Indicators (KPIs)**

Performance will be measured against:

- Software Order Inflow and Revenue (software + services)
- Number of new clients acquired
- Cross-selling and upselling performance
- Strategic market penetration in priority countries

### **Location & Travel**

- Base location: preferably in **France**
- Regular travel across Southern Europe and Africa is expected

### **How to Apply**

If you are an ambitious and commercially driven professional looking to expand your impact in the water and marine sectors, we invite you to apply.

Submit your **CV and cover letter** outlining your experience and motivation for this role.

**Join DHI** and contribute to delivering innovative, science-based solutions for water and environmental challenges worldwide