



FOR 100+ YEARS A WINNING TEAM

Passion and accountability as a:

Country Manager Netherlands (Build-up | P&L Ownership)

Build the market. Win customers. Own the numbers.

Since 1924, we have been setting the standard with our flexible and modular lightweight industrial building solutions. Our Warehouses-as-a-Service solutions empower our clients to focus their resources and grow their core business. You're not looking for a job — you're looking for ownership and measurable commercial impact.

The Netherlands is a market in development, currently operated with a small local setup of 2-3 employees. Your role is to further develop and scale a localized commercial engine: from hands-on field sales execution, especially in the early stage, to strategically developing the market, scaling qualified demand, converting opportunities, and gradually building a strong and predictable pipeline. You understand customer decision-making logic, map buying journeys precisely, and steer go-to-market activities pragmatically to maximize early traction and learning. Working closely with central teams (Marketing, Operations and Finance at the German headquarters), you ensure that the local setup evolves step by step into a stable and scalable business.

Your Responsibilities

Country P&L Ownership

- Own full commercial responsibility for the Netherlands, including revenue growth, pipeline health, market development, and local profitability (P&L).
- Take full responsibility for developing the market from an early stage.
- Define and execute a 3+ year growth plan to expand the rental fleet and grow market share sustainably.
- Act as senior commercial representative, leading high-value negotiations and closing strategic agreements.

Sales & Market Execution

- Own the end-to-end sales cycle from first contact to contract signature – driving new customer acquisition across industrial, logistics, manufacturing, and construction markets.
- Especially in the early stage, step into an active sales role where needed, taking a hands-on approach including direct customer interaction and on-site visits to win initial deals. Lead and drive field activities: frequent on-site customer visits, and solution-oriented consulting for industrial and logistics clients.
- Translate market and competitive insights into concrete go-to-market actions and continuously refine the commercial approach.

Team Leadership & Organization

- Lead and develop the local commercial organization with currently 2–3 employees.
- Set clear performance expectations and coach against defined KPIs – you evolve the team structure in line with market development and business needs.
- Align marketing, operations, and central support functions to ensure a consistent customer journey.

Performance Management & Reporting

- Run a disciplined, data-driven sales engine with high high-quality CRM data.
- Deliver reliable order intake forecasts with transparent assumptions.
- Report regularly to the Group Executive Team on performance, risks and key developments.

Your Profile

- Fluent in business dutch and English.
- Hold a Master's degree in Business Administration, International Business, Industrial Engineering, or a comparable field.
- Bring 5+ years of experience in sales-driven, project-oriented B2B environments and first success in developing markets, building structures, or working in entrepreneurial / early-stage setups.
- Combine strong commercial acumen with the ability to translate strategy into hands-on execution.
- Use strong analytical skills to turn data into clear priorities and measurable results.
- Leverage CRM and ERP systems as effective management and steering tools.
- Thrive in decentralized, international organizations.

If your reaction isn't "Wow, that's a lot," but "Wow, that sounds great", we should talk.

Your Advantages

- A highly entrepreneurial role with the opportunity to build and shape a market from an early stage.
- Attractive salary package and a company car for private use.
- Plenty of room for regular exchange and opportunities to contribute to a positive working environment.
- Modern equipment and everything you need for success in your role.

What are we building on? Our values! And maybe soon on you.

Respect:□You maintain respectful relationships with colleagues, partners and customers, because good collaboration, both on site and in the office, starts with mutual appreciation.

Results:□You work in a solution-oriented and efficient manner to complete projects to a high standard.

Responsibility:□You take responsibility for your tasks and decisions – reliability and safety awareness are paramount for you.

Relentlessness:□You remain committed in the face of complex challenges and tenaciously seek the best solution.

Do you think in terms of solutions rather than problems and really want to make a difference? Then we look forward to receiving your application! Ideally, please include a few sentences about your motivation, salary expectations and earliest start date. Let's see if we can build something really strong together – during an initial digital exchange.

Jetzt bewerben

H-ERCHENBACH



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