



Shape the future of sales in a global high-tech company

At XIMEA, we develop and manufacture high-performance camera systems for industrial and scientific applications. Our technology is highly specialized, technically sophisticated, and used by customers around the world.

About the role: Lead and grow XIMEA's business across the DACH+ region by managing key customer relationships, driving OEM/project sales, developing the regional sales team, and overseeing the Münster office as Managing Director. This role carries both an individual revenue quota and a regional team quota. Also it's a combined role of Sales Director and Managing Director.

SALES DIRECTOR DACH+ & MANAGING DIRECTOR

(all genders, full-time)



Location: Münster, Germany

Reports to: Chief Sales Officer

Role type: Quota-bearing, leadership, strategic

XIMEA GmbH

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Questions?

Feel free to reach out and ask us anything.

Convinced?

Take the next step in your career! We look forward to receiving your complete application including your salary expectations.

Please send your application to jobs-de@ximea.com!

We would kindly ask to submit your CV in English, as the hiring process involves colleagues from offices outside of Germany.

SALES DIRECTOR DACH+ & MANAGING DIRECTOR

(all genders, full-time)



Key responsibilities

Regional sales leadership

- Own the DACH+ revenue strategy and deliver both personal and team quotas.
- Lead, coach, and upgrade existing sales team.
- Set clear targets, KPIs, and activity expectations for the team.
- Conduct weekly pipeline reviews and quarterly business reviews.

Key account & OEM project ownership

- Manage strategic OEM and project customers with full commercial responsibility.
- Lead complex negotiations, multi-stakeholder engagements, and long sales cycles.
- Develop long-term account plans and expansion strategies.
- Serve as escalation point for major customers in the region.

Managing Director (Münster office)

- Oversee daily operations of the Münster office including administration, compliance, and local HR coordination.
- Represent XIMEA legally and operationally in Germany.

- Ensure the office operates efficiently and supports the regional sales team.

Strategic collaboration within a global sales organization

- Work closely with the CSO to align regional efforts with the global sales strategy including pricing, forecasting and strategic initiatives.
- Share regional insights with product management and marketing.

Forecasting & reporting

- Deliver accurate revenue forecasts for both personal and team pipelines.
- Track performance metrics and implement corrective actions when needed.
- Provide structured reporting to the CSO and executive team.

Market development & competitive intelligence

- Identify new verticals, partners, and OEM opportunities in the DACH+ region.
- Monitor competitive landscape and provide actionable insights.
- Represent XIMEA at trade shows, conferences, and

Required skills & experience

- 8+ years in B2B technical sales, ideally in imaging, sensors, industrial automation, or hardware components.
- Proven success in quota-carrying roles with OEM/project sales.
- Experience managing a sales team and running a regional office.
- Strong technical understanding and ability to communicate with engineers.
- Excellent negotiation, presentation, and relationship-building skills.
- Fluent in German and English.
- Willingness to travel across DACH+.