

Profile description Account Executive

1. General info

Expert level	Senior (5-10 years experience)
Team	Sales team
Reporting to	Commercial director

2. VACANCY TEXT

Account Executive

Are you ready to fuel the growth of a fast-scaling company that's transforming the inland waterway and maritime sector? Want to work with an exceptional team you'll cherish for years to come? Then we might have the perfect opportunity for you!

Seafar is an innovative technology and service provider for the maritime industry, founded in 2018. We offer a unique combination of hardware, software, and Remote Operations Centers (ROCs) that enable vessels to be operated remotely, improving safety, efficiency, and continuity in inland and coastal shipping.

Our mission? To pave the way towards autonomous shipping, and we're just getting started. With a strong vision and international ambitions, we are scaling fast. Ready to take a key role in this journey?

Job description

- As Account Executive Netherlands, you'll be the driving force behind our growth in the Dutch inland and shortsea shipping markets.
- You'll be responsible for developing the Dutch market in our core segments: inland shipping and coastal shipping.
- You have a sharp eye for market opportunities and know how to map the full DMU at your prospects. With your relationship-building approach, technical insight, and persistence, you guide clients through the buying process from first contact to deal closing.
- Once the deal is closed, you ensure a smooth handover to our Operations and Project teams for implementation on board and in the Remote Operations Centers.
- You'll identify relevant networks, partners, and events to boost brand awareness and bring Seafar to the forefront of the Dutch market.
- You'll report directly to our Sales Director and regularly sync with your Account Executive and Business Development colleagues in Belgium, Germany, and France.
- You'll work from the Netherlands, wherever it makes most sense to serve your market. Of course, you'll be on the road a lot, meeting clients, visiting vessels, and attending events. Every week, you'll visit our HQ in Antwerp to stay connected with the team.

What we offer:

- A unique opportunity to help shape the future of shipping in a fast-growing scale-up
- Autonomy and ownership in an international growth story
- Hands-on coaching and training to help you grow into a top-tier Account Executive
- A meaningful role where you'll build our presence in the Netherlands from the ground up
- Competitive salary, performance-based bonus, and all the tools you need to succeed

What we're looking for:

- Have solid experience selling complex solutions (ideally SaaS or tech) in B2B
- Preferably have experience in the maritime or logistics industry (inland/coastal shipping, ports, terminals, shipping companies, etc.)
- Are an excellent communicator and skilled negotiator
- Are used to managing complex decision making units (DMU) and working with international stakeholders
- Have a long-term, partnership-driven mindset when it comes to sales
- Bring a strong dose of initiative and persistence: you'll be opening up a new market
- Speak and write fluent Dutch and have a strong command of English

3. CONDITIONS (internal)

Permanent contract

Gross monthly on-target earnings (OTE)	€4,750 (100%)
Fixed salary	€2,850 (60%)
Variable compensation	€1,900 (40%)

Variable Remuneration Structure

- Bridge period (first 3 months)
 - o Guaranteed variable compensation of €950/month (50% of variable component).
 - o Paid monthly regardless of performance during onboarding period.
- Variable payment rules:
 - o After the bridge period, variable compensation is:
 - Calculated and paid quarterly, based on performance against predefined targets.
 - Pro-rated if targets are only partially met.
- Performance objectives and targets
 - o Months 1–3: 15 sales-qualified leads (SQLs) in the pipeline.
 - o Months 3–6: 25 SQLs in the pipeline (50% of target) and 10 leads advanced to opportunity stage (50% of target)
 - o Months 6–12: goal to have 6 signed (unique) customer vessels.
 - o Month 12+: 24 signed vessels (Year goal. Average: 6 vessels per quarter).
 - o Month 24+: 36 signed vessels (Year goal. Average: 9 vessels per quarter).
- Overscoring and accelerators
 - o No cap on the number of signed vessels: overperformance is rewarded.
 - o Quarterly bonuses (accelerators) based on vessel signings:
 - 120% of quarterly vessel target: +€2,000 bonus

- 150% of quarterly vessel target: +€4,000 bonus
- *Note: Accelerators only apply to signed vessels, not to lead or opportunity generation.*

4. Personality

For the account executive profile, we're not looking for farmers (farming is a customer success trait), but we are building a team of go-getters. True hunters who actively seek new opportunities, open doors, and drive impact. People who thrive in the chase, build real momentum, and turn ambition into results.

Seafar value	What a sales hunter looks like
Innovation	Be inventive in how you hunt. Find new ways in. Question the status quo. Try angles others overlook.
Customer	Be obsessed with their 'why'. Listen deeply, understand their pain points fast, and connect with urgency.
Quality	Own every touchpoint. Be sharp, clear, and credible. Every message, meeting, and follow-up counts
Perseverance	Push through rejection. Stay focused, keep the energy high, and never wait to be told what to do.
Growth	Always level up. Learn from every pitch, every no, every deal. Sharpen your instincts. Stay coachable.