



HANSE SURVEY

Are you interested in the shipping industry? Are you looking for an interesting and varied career? Great! Due to continued growth, we are looking for a:

Full Time Sales & Marketing Lead (M/F/D) **first hire, standalone role, reporting to the Managing director**

Duties and responsibilities:

- Own and build our sales and marketing function from zero: define priorities, processes and cadence.
- Sales: Identify, approach, and develop new B2B clients; maintain and grow existing accounts; manage proposals and follow-ups
- Account management: Nurture relationships with existing clients and ensure a consistent, responsive touchpoint.
- Marketing: Plan and execute sales-driven marketing activities; maintain our LinkedIn presence; prepare and attend trade fairs/events.
- Market & Positioning: Monitor trends, competitors, and target segments; translate insights into actions; support the development of a clear value proposition.

Your Profile:

- Several years of B2B services sales experience, ideally in maritime sector (shipowners, insurers, P&I, port logistics, freight forwarder, breakbulk) or other technically oriented sectors.
- Solid marketing know-how, focused on practical, sales-aligned initiatives (content, events, digital).
- Confident communication in English and German; strong presentation and negotiation skills.
- Proactive, hands-on mindset; willingness to travel for client visits and events.
- You enjoy building from scratch, are comfortable as the first and only commercial hire, and can balance hands-on execution with simple structure.

Our offer:

- High autonomy and direct access to decision-makers. Clear mandate to choose tools and shape the strategy. Budget for essential tools and content.
- Competitive compensation: attractive base salary plus performance-based component (bonus/commission) with clear, transparent targets
- Flexible working hours, and the option for mobile work, home office
- Training budget for sales/marketing and maritime subject-matter development.

We are happy to answer your questions by phone on +49 (0) 170 58 60 233
If you are interested, please send your application to hr@hanse-survey.de or
Hanse Survey - Schlossstraße 6 - 26759 - Hinte