

# Regional Sales Manager, Poland

## About the Company:

AABO-IDEAL Group is one of Europe's leading manufacturers of surface treatment plants. With more than 60 years of experience, we design and produce energy-efficient solutions with a strong focus on sustainability and CO2 reduction. The Danish company has more than 150 employees worldwide and subsidiaries in Sweden, Germany, the Czech Republic, Poland, and Mexico.

We are looking for a Regional Sales Manager to drive our sales strategy and business growth in Poland.

## Job Responsibilities:

- Proactively engage in customer and project sales in alignment with AABO IDEAL Group's strategy.
- Drive value-based sales and establish long-term relationships with key clients.
- Identify and tactically pursue potential customers while prioritizing high-value opportunities.
- Act as an ambassador for AABO IDEAL Group in the Polish market.
- Conduct sales meetings and technical/commercial discussions with customers.
- Provide input for project layouts based on customer discussions.
- Maintain a dialogue with subcontractors and support Strategic Sourcing in obtaining offers.
- Lead contract negotiations in collaboration with the CSO.
- Prepare and present commercial proposals to potential clients.
- Secure profitable orders through final negotiations.
- Actively develop and expand the professional network within the industry in Poland.

## Key Success Criteria:

- With a reasonable on-boarding period your orders should reach a healthy & competitive level, allowing our continued growth.
- Establish an in-depth industry network overview.
- Build positive & constructive relationships with a significant portion of the Polish industry network.

## Qualifications & Experience:

- Proven experience in B2B sales, preferably within value-based- and project sales.
- Strong understanding of commercial contracts, stakeholder management, and negotiation.
- 5+ years of experience in complex sales cycles, requiring patience and long-term relationship-building.
- Technical knowledge of process plant solutions, including chemical, thermal, and mechanical processes.
- Knowledge of surface treatment processes is an advantage.
- Proficiency in English is required; knowledge of German is an advantage.

## Desired Skills & Personal Attributes:

- Strong communication skills across different cultures, including international collaboration.

**Application Deadline:**  
As soon as possible

**Industry:**  
Industri og håndværk,  
Salg og kommunikation

**Contact person:**  
Flemming Klovborg  
Senior HR Consultant  
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- Systematic and detail-oriented approach to work.
- Outgoing personality, motivated by achieving results.
- Embody integrity and reliability, known for honesty and commitment to delivering on promises
- Excellent relationship-building skills.
- Curious and eager to learn.
- Structured and organized in work processes.
- Independent and persistent, capable of handling long sales cycles.
- Ability to communicate complex technical concepts in a clear and patient manner, ensuring customers understand key aspects relevant to their needs.
- Strong ability to understand flow and processes, facilitating discussions on technical solutions with customers and colleagues.
- Ability to interpret and discuss technical solutions without requiring in-depth knowledge of technical drawings.

### **Why Join AABO IDEAL Group?**

At AABO-IDEAL Group we drive real impact. Our people enable our success. We offer a dynamic and innovative work environment with a strong sense of teamwork, professional growth opportunities, and a commitment to work-life balance. Our employees value the flexibility, autonomy, and support that enable them to excel.

We are on an ambitious growth journey, continuously evolving to meet future industry complexities. With our strong expertise and market position, we develop innovative solutions that set new industry standards. This ensures that both potential customers and competitors recognize our ability to gear our products for a sustainable future.

Learn more about AABO-IDEAL Group and our products on our website: <https://aabo-ideal.com/> and about our Polish subsidiary [here](#)

You can also meet us at Expo Surface, March 25 – March 28, 2025 in Kielce, Poland.

Join us and be part of a company that values expertise, innovation, and long-term partnerships!

Apply today!