

## Position Title: Commercialization & Sales Manager

Ref: SD-25-HR-02

### About us

Scidrones is an award-winning geospatial intelligence startup combining drones, AI, and satellite data to deliver advanced environmental monitoring solutions. Our products support decision-making in coastal and marine protection, agriculture, infrastructure monitoring, and sustainability reporting, including alignment with international frameworks such as SDGs.

### Role Overview

We are now looking for a **Commercialization & Sales Manager** to lead the company's revenue strategy, open new markets, and translate advanced technology into scalable commercial products and services. The Commercialization & Sales Manager will be responsible for building and executing Scidrones' commercial strategy. This is a senior, hands-on role focused on market creation, customer discovery, sales execution, and revenue growth. You will work closely with the CEO, technical teams, and external partners to: identify market needs, shape value propositions, commercialize products, and establish repeatable, scalable sales flows.

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### Key Responsibilities

#### Market Creation & Strategy

- Identify and prioritize new markets, sectors, and customer segments (public authorities, industry, NGOs, international organizations).
- Conduct customer discovery to understand real operational needs, buying drivers, and constraints.
- Translate market insights into clear commercial offerings, pricing models, and go-to-market strategies.
- Support product roadmap decisions by feeding back market requirements.

#### Sales & Revenue Ownership

- Own the end-to-end sales process, from lead qualification to deal closure.
- Develop and manage the company's sales pipeline and revenue forecast.
- Lead negotiations, prepare commercial offers, and close contracts.

#### Commercialization & Sales Operations

- Lead the commercialization of Scidrones' products and services, transforming R&D outputs into sellable solutions.
- Define service packages, licensing models, subscriptions, or project-based offerings.

- Design and optimize sales processes, CRM usage, and reporting flows.
  - Define KPIs for sales performance, conversion rates, and customer acquisition.
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**Required Qualifications**

- Degree in Business Administration, Economics, Engineering, or a related field.
- Proven experience in B2B sales, business development, or commercialization, ideally in deep-tech, geospatial, SaaS, or environmental technologies.
- Strong ability to translate complex technical solutions into clear business value.
- Experience creating new markets or selling innovative products with no established demand.
- Excellent negotiation and communication skills.
- Fluency in English (Greek is a strong asset).

**Preferred Qualifications**

- Experience working with public authorities, international organizations, or regulated markets.
- Familiarity with environmental monitoring, Earth observation, drones, AI, or geospatial analytics.
- Experience in startups or scale-ups.
- Understanding of sustainability frameworks (e.g. SDGs, ESG reporting).

**What We Offer**

- A key leadership role with direct impact on company growth.
- Opportunity to shape and scale the commercial strategy of a high-impact deep-tech company.
- Close collaboration with a strong technical and scientific team.
- Flexible working environment with growth and performance-based incentives.
- Exposure to international markets, large institutional clients, and strategic projects.

**Job position**

Scidrones is headquartered in Mytilene, Greece. Remote work is supported; however, strong and continuous engagement with the Mytilene-based team is mandatory to ensure effective collaboration, team cohesion, and sustained company growth.

**Compensation**

Competitive salary, aligned with experience and responsibilities, with performance-based incentives linked to sales and growth targets.

Please submit your CV to [info@scidrones.com](mailto:info@scidrones.com), mentioning the code SD-25-HR-02.