



Hexagon's Geosystems Business Area provides digital solutions that capture, measure and visualise the physical world, enabling data-driven transformation.

The Channel / Regional Sales Manager Croatia / Serbia / Montenegro (**B2B-Contract**) holds end-to-end accountability for the performance, growth, and strategic development of the country market. Operating in a predominantly partner-led sales model (approx. 95% of revenue generated through distribution partners), the role focuses on driving sustainable growth, market leadership, and strong partner performance, while ensuring alignment with regional and corporate objectives.

Please note: this role is offered as a B2B / contractor agreement (not an employment contract). Candidates must be able to operate via their own company or freelance setup.

This is an individual contributor role with full market ownership, but without direct people management responsibility. The focus is on driving growth through distribution partners, customer development and channel performance.

Channel / Regional Sales Manager (f/m/d)

Croatia / Serbia / Montenegro  100%

This appeals to you

- Responsibility for driving revenue growth, market development and partner performance across Croatia, Serbia and Montenegro
- Definition and execution of the country strategy and go-to-market approach, aligned with regional and global priorities
- Leadership of a partner-centric ecosystem, ensuring strong partner engagement, clear performance expectations, and continuous capability development
- P&L responsibility, including forecasting, budgeting, pricing discipline, and major commercial decisions
- Oversight of tender business, key customer engagements, and strategic opportunities

This is you

- At least 5 years of experience in sales, channel management or business development roles **within geospatial, surveying, construction technology, reality capture, infrastructure, measurement or related technical solution environments**
- Strong experience operating in a partner-led go-to-market model, with the majority of revenue generated through distributors and solution partners
- Track record of managing complex portfolios combining hardware, software, services, and subscriptions
- Experience with project-based business, tenders, and long sales cycles typical for professional and

- Strong cross-functional coordination with sales, marketing, product, service, and finance teams at regional and global levels
- Representation of the company toward key partners, customers, and external stakeholders
- Ensure compliance with corporate governance, policies, and local regulations

Critical Success Factors

- Proven leadership in partner-driven business models
- Strong commercial and financial acumen
- Ability to influence and lead without direct control
- Strategic mindset combined with execution discipline
- Strong communication, stakeholder management, and negotiation skills

Reporting Line

- Reports to: Regional Manager CEE

public-sector markets

- Exposure to working within a global, matrix-driven organization

Leadership & Commercial Capability

- Strong ability to influence partners and stakeholders and translate strategy into market execution
- Strong commercial and financial acumen, including forecasting, pricing, and margin management
- Proven ability to lead through influence, especially in partner ecosystems
- Decisive, accountable, and execution-focused

Partner & Market Focus

- Deep understanding of partner business models, incentives, and performance drivers
- Ability to build long-term, trust-based relationships with distributors, key customers, and internal stakeholders
- Comfortable representing Leica Geosystems at executive level, bridging technical and business discussions
- Strong collaboration across sales, marketing, service, product, and finance functions

Personal Profile

- High level of integrity, professionalism, and business ethics, aligned with Hexagon values
- Results-driven, resilient, and comfortable in a growth-oriented, performance-driven environment
- Strong communicator with the ability to align diverse stakeholders

Education & Languages

- Degree in Engineering, Geomatics, Surveying, Business, or related field; MBA is an advantage
- Fluent English required; local language mandatory
- Willingness to travel domestically and regionally

About us

Hexagon is a leading provider of digital reality solutions and employs more than 24,000 people in 50 countries. You will be part of a strong, experienced, inspiring and motivated team of experts working together to shape the future of Hexagon. You can utilise and develop your skills in our highly innovative and diverse environment. Flexible working models allow you to ideally combine your professional and private interests.

Contact

If you have any questions, please do not hesitate to contact [Dominik Kung](#), Talent Acquisition Partner.

APPLY NOW

Hexagons Geschäftsbereich Infrastructure & Geospatial

Job-ID: ew7ovlhe

