

Sales Director



Strategic commercial builder – International growth – Energetic team player
Wageningen



van de Groep & Olsthoorn

Phageguard

Phageguard is a fast-growing biotechnology company in the food safety domain, focusing on reducing food pathogens. Based in Wageningen, the Netherlands, and part of the Microcos Group, the organisation develops and produces bacteriophage-based solutions for production processes in a.o. poultry, fish, cheese and environmental hygiene applications. With approximately 40 employees representing 12 nationalities, the company has built a solid and successful foundation for further international expansion.

In recent years, Phageguard has invested heavily in strengthening its applications expertise, scaling production capacity, and expanding its presence in the United States, which currently represents the majority of the total revenue. The following phase requires sharper commercial focus, accelerated business growth in Europe and the Rest of the World (ROW), and stronger commercial traction to support the strategic positioning.

The culture is entrepreneurial, diverse, and highly collaborative. This environment offers autonomy and speed, but also calls for a commercial leader who brings structure, focus and consistency, while remaining hands-on and connected to the daily reality of customers and operations.





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Sales Director

The Sales Director holds end-to-end responsibility for developing and executing the commercial strategy outside the Americas region. Reporting directly to the CEO, the role leads the commercial team for Europe and ROW, working closely with R&D, Operations and Finance.

The core of the assignment is to accelerate commercial growth in Europe, the Middle East, and Asia, build a scalable distributor network, and secure strategic accounts in key segments such as poultry, fish, cheese and environmental hygiene.

Operationally, the focus lies on building structure in commercial execution while remaining deeply engaged in the field. The role involves direct customer interaction, deal-making and supporting trials. Moreover, you ensure alignment between commercial ambitions and operational capabilities, particularly in a context of regulatory complexity (e.g. EFSA approval).

Financially, the role requires strong margin management, value-based pricing, and harmonisation of commercial terms across regions. The Sales Director ensures that commercial decisions support both short-term performance and long-term value creation.

Organisationally, the Sales Director strengthens collaboration between Sales, R&D and Operations, builds distributor capability, and contributes to a more structured way of working. The role requires sensitivity to cultural differences, the ability to navigate technical content and a pragmatic, ego-free leadership style.



phageguard



Your profile

For this position we seek a senior commercial leader with a strong background in food B2B, food safety, sanitation or equipment. The ideal candidate has experience with complex technical solutions, long sales cycles, and regulated environments, preferably within poultry, fish, meat or cheese supply chains. An academic professional and intellectual level is required.

Functionally, the right candidate brings expertise in:

- Key account sales and value-based pricing
- Channel and distributor development across Europe and ROW
- Solution-driven selling in close collaboration with R&D
- International deal-making and margin-focused contract management

In terms of personal style, we look for someone with high energy, ambition, curiosity and a hands-on mindset. Someone who is comfortable spending significant time with customers, who can translate complex technology into compelling value and who leads without hierarchy. A team-oriented, pragmatic and culturally sensitive profile fits best.

The position is based in Wageningen (the Netherlands) but requires frequent international travel. Your communication in English is fluent and additional European languages (like German or French) are an advantage.

Finally, the role demands intrinsic motivation to help guide the company through its next phase of growth. You act as a stabilising force in a dynamic environment and play a central role in strengthening commercial performance, organisational maturity and long-term value creation.



Our client offers

A unique opportunity within a pioneering biotech company at the forefront of natural food safety innovation. The role offers substantial international scope and direct impact on the company's strategic trajectory. You will help shape the next phase of growth while working closely with a diverse, mission-driven team committed to improving global food safety.

If you are interested in this position, we kindly ask you to contact one of our consultants for more information.

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