

Vacancy at SandGrain

Chief Commercial Officer (cco)



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Requirements

- Over 12 years of experience
- In cybersecurity, IoT security, or digital trust
- Track record building scalable commercial organizations in a growth environment
- Strong in enterprise sales with long sign-in cycles
- Outstanding stakeholder manager
- Hands-on, entrepreneurial mindset
- Willing to travel occasionally

 Eindhoven

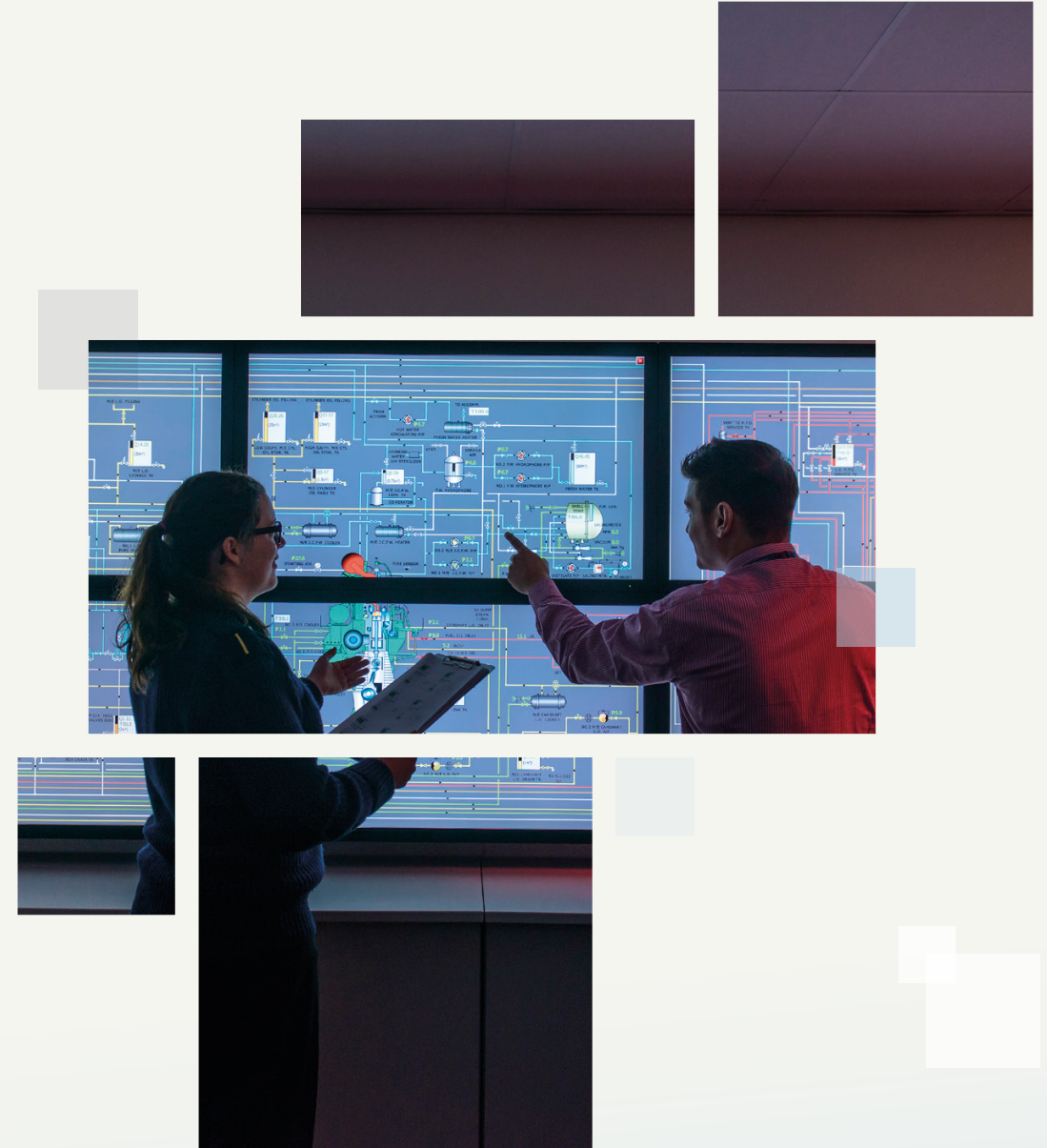
Deep-tech scale-up SandGrain knows what it's building toward: a world in which IoT systems are genuinely secure. CyberRock is how they get there: a scalable, future-proof security solution built for compliance from the ground up. With seven pilots running and 13.5 million euros in fresh funding, SandGrain is ready to scale. The Chief Commercial Officer successfully turns that momentum into recurring revenue.

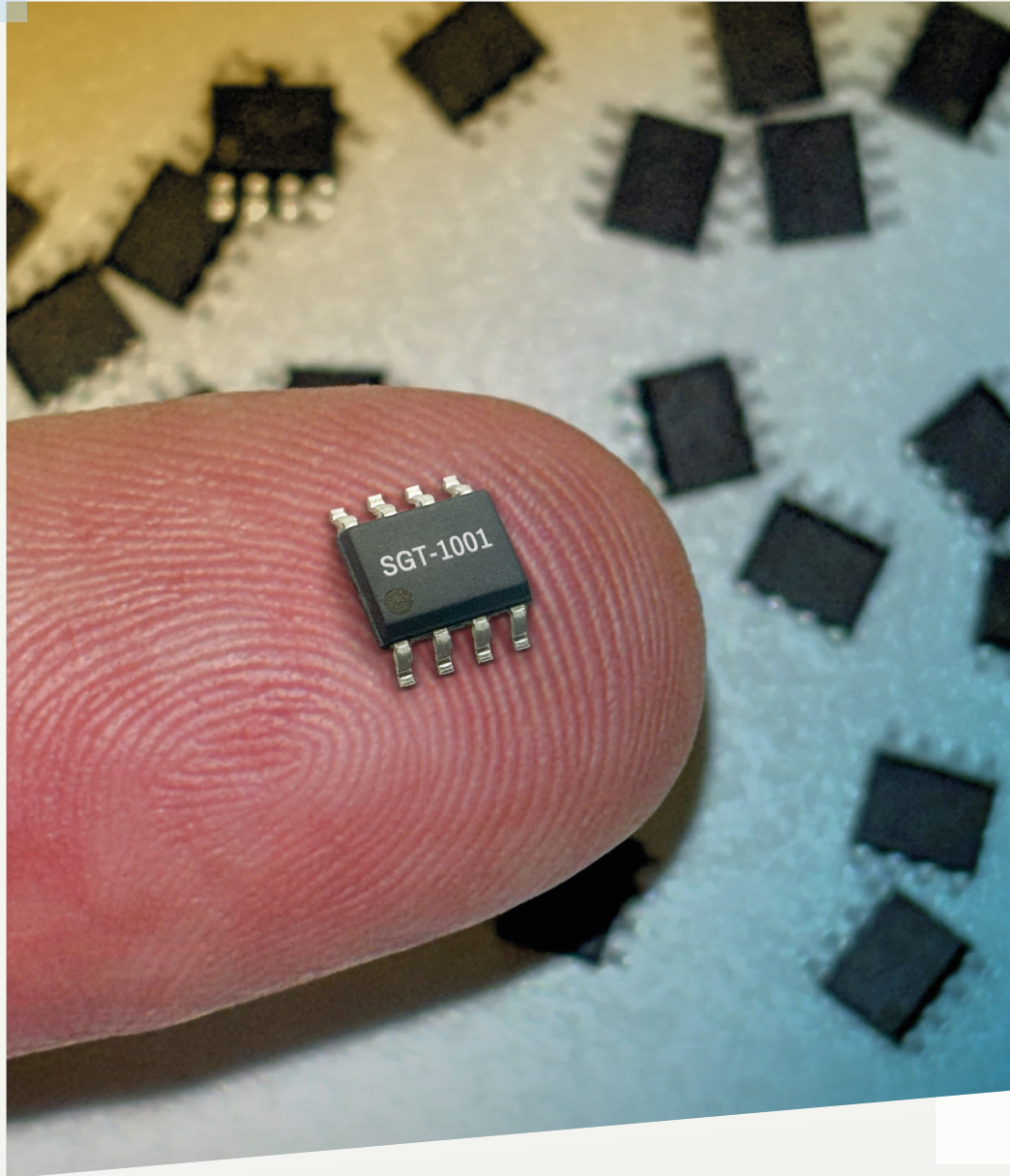
About SandGrain

SandGrain is on a mission to solve one of the most pressing problems in connected technology: securing the billions of IoT devices that industries worldwide depend on. Founded by former NXP executives with deep expertise in semiconductor design, the deep-tech scale-up has built CyberRock, a security solution that takes a fundamentally different approach. Rather than relying on software-based keys, CyberRock anchors device identity in hardware, making it immutable. The result is protection that is tamper-proof, post-quantum resilient, and manageable at scale through a central cloud platform.

The Eindhoven-based team of approximately thirty professionals, roughly half of whom are external collaborators, brings together serious technical depth from major tech companies and deep-tech ventures. They share a culture built on curiosity and a genuine obsession with impact.

With 13.5 million euros in fresh funding closed late last year, SandGrain is scaling fast. The money accelerates commercial growth and validates CyberRock's readiness for demanding markets: manufacturing, infrastructure, defense, and aerospace. Each year, two to three billion new devices are sold globally - many with limited or no security. The addressable opportunity is as large as the problem itself.





Chief Commercial Officer (CCO)

The technical case for CyberRock is made. Seven pilots are running across industrial automation, critical infrastructure, and defense. Sign-ins are underway. What SandGrain now needs is a commercial leader who can convert that traction into contracts and build the organization that scales it.

That starts with understanding why this technology matters. IoT security is not an abstract problem: it is the gap between a world where connected infrastructure can be trusted and one where it increasingly cannot. The CCO brings that conviction into every conversation with a CTO or CISO at a major OEM or industrial player – parties that typically move carefully. Drawing on deep knowledge of security solutions and SaaS business models, the CCO can navigate complex procurement environments with genuine belief in what she/he is selling. From that foundation, she/he clearly defines segmentation and priorities in an international market, structures sign-in programs toward multi-year agreements and shapes a subscription model into a scalable ARR engine.

As a member of the Executive Team, full commercial responsibility comes with the role. With a compact team of Business Developers reporting in, the CCO translates SandGrain's strategy into a commercial roadmap, executed with KPI-driven discipline across funnel governance, stage gates, and measurable progress on strategic OEM accounts. Tight alignment between sales, application support, and product is part of that foundation. The role reports directly to CEO Joeri Voets.

“ If you’ve built a commercial organization from the ground up before, turned long enterprise cycles into predictable revenue, and made a scaling business structurally stronger in the process, this is a position worth looking at closely. SandGrain is at the point where that experience translates directly into impact, on technology that could matter to the world for a long time to come.”

▪ **Joeri Voets, CEO**

For the right person, this is a unique chance to shape the commercial foundation of a deep-tech company at an inflection point – and in doing so, leave a mark on technology that could change the world for good.





Interested?

SandGrain is working with Top of Minds to fill this vacancy.
To express your interest, please contact Gijs Millaard at
gjjs.millaard@topofminds.com.



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