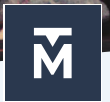


Vacancy at Tidalis

# Commercial Director - EMEA

# TIDALIS



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## Requirements

- Over 10 years of experience
- In B2B IT services and subscription-based solutions
- Experience in consultative selling
- Strong leadership skills with a track record in change management
- Full professional proficiency in Dutch and English

 **Apeldoorn**

**With decades of experience, Tidalis has built a strong reputation for delivering top tech assistance to the maritime industry to ensure safe, secure and efficient transport around ports, terminals and waterways. The entrepreneurial Commercial Director EMEA brings a results- and customer-focused mindset and the leadership necessary to achieve the company's ambitious growth objectives.**

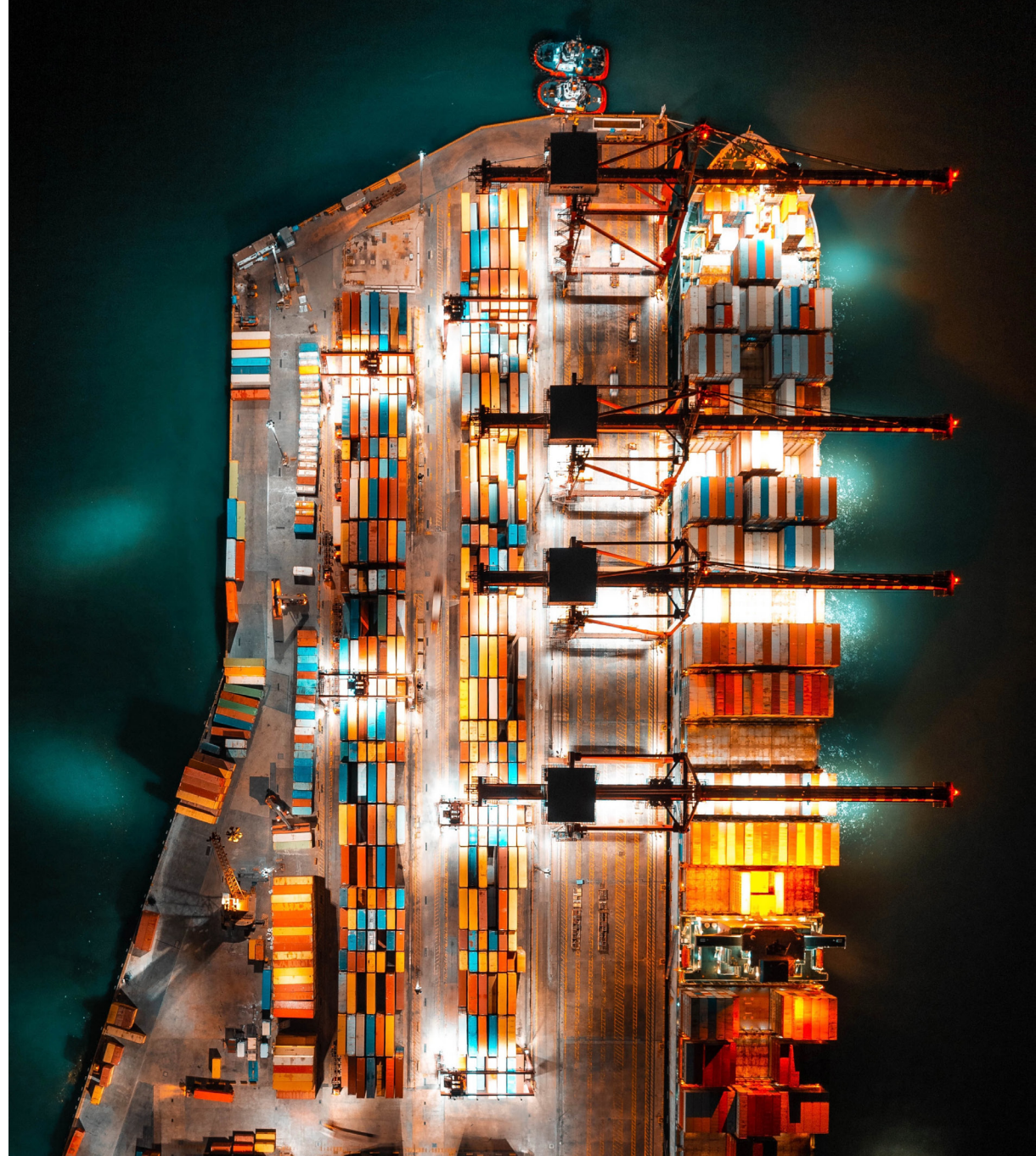
# About Tidalis

Tidalis is a global leader in maritime technology solutions with offices in Canada, the Netherlands, and Hong Kong. The company provides cutting-edge software and management systems for port authorities, coast guards, and maritime operators worldwide. Its advanced systems support port management, vessel traffic services (VTS), coastal surveillance, and offshore protection, powering over 200 installations across major ports such as Rotterdam, Hong Kong, Shanghai, Los Angeles, Halifax, and Abu Dhabi. As the company evolves from a hardware and software provider to a subscription-based, software-focused entity, innovation and customer commitment remain at the core of its vision.

Headquartered in Apeldoorn, the Netherlands, Tidalis is the home of around 200 innovative professionals. The team operates globally, embodying the company's core values – trust, expertise, collaboration, and commitment – while navigating the complex dynamics of technology, trade, and geopolitics.

## A new era of growth

Each of their offices around the globe comes from a company with an illustrious past and household name in the maritime world, together they have bundled their power together in Tidalis: a new brand in maritime solutions with well-established roots. Until 2023, Tidalis was part of Saab Technologies. Now that the carve-out is nearly complete, the company is ready to embark on a new era of growth.





# Commercial Director - EMEA

**The maritime market is evolving rapidly – automation of ports and terminals has made great advances, although there are large differences in the level of digital maturity, with technology playing a key role. Building on years of experience and expertise, the company partners with maritime industry bodies and international ports to drive and continue digital transformation. Tidalis is committed to staying ahead of trends and strengthening its position as a frontrunner in the market. This requires a top notch solution-based, customer-oriented sales approach. With an energetic and entrepreneurial personality and strong change management skills, the Commercial Director is the ideal leader to guide the motivated team through the next phase. Through cross-selling and up-selling, the Commercial Director ensures Tidalis maximizes its support for customers while continuously driving innovation.**

The organization is shaping a smoothly running commercial engine, in which the Commercial Director not only leads sales but also supports in shaping the product, proposition, and marketing strategy to meet customer needs and market demands. The EMEA sales team – currently seven FTE – including bid managers, sales engineers, product managers, and account managers – generates the majority of the company's revenue. By creating a comprehensive sales playbook, the Commercial Director provides a structured guide to navigate the entire sales process, thereby firmly integrating it into the company's operations and driving growth and revenue across the EMEA region.

The Commercial Director EMEA is a key member of the company's Management Team and reports directly into the Managing Director EMEA. The MD EMEA takes seat in the Leadership team together with the CEO, CFO and the MD's Product, APAC, and the Americas.

## Meaningful change

Operating in an industry that has an enormous impact on the world economy, their staff is passionate about the wealth of possibilities. Leading by example, this individual excels at being at the heart of the team and commercial operations. In doing so, the Commercial Director enables the team to build upon their knowledge and experience, and inspires them to seize opportunities and do better every day.

**“One of the most compelling aspects of this role is the opportunity to drive meaningful change in the maritime industry, emphasizing safety, security, and the reduction of carbon footprints.”**

**Ivo-Paul Tummers,**  
CEO

As a well-established and highly entrepreneurial organization, Tidalis remains focused on growth. The Commercial Director possesses in-depth sales acumen, demonstrated through a deep understanding of complex sales environments and software subscription-based models, along with a proven track record in managing multi-stakeholder processes involving substantial contracts. Coupled with a hands-on, growth-oriented mindset, strong communication skills, and decisive leadership, this role is uniquely positioned to elevate commercial performance in the EMEA region. Additionally, their energetic and enthusiastic personality enables the Commercial Director to effectively inspire and engage the team, fostering a culture of collaboration and performance.





# Interested?

Tidalis is working with Top of Minds to fill this vacancy.

To express your interest, please contact Stephanie Stuit at [stephanie.stuit@topofminds.com](mailto:stephanie.stuit@topofminds.com).



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