

## Business Development Lead DACH

**Location:** Amsterdam (HQ), Amsterdam region, or remote from Germany

**Department:** Commercial

**Reports to:** Head of Business Development

**Employment:** Full-time (40 hours/week)

**Contract Type:** 1 year definite contract to start, with potential for indefinite

### Why enviolo?

At enviolo, we move people better.

We design premium, stepless, and automatic shifting solutions used in e-bikes around the world. As an ingredient brand, we work closely with bicycle manufacturers, bike-as-a-service providers, and last-mile delivery partners to shape the future of urban mobility.

Our vision is bold: enviolo powered bikes on every street, in every city, every day.

We believe in authentic relationships, operational excellence, and building healthier, more sustainable urban communities. Our culture is built on Passion, Loyalty, Joyfulness, and Authenticity, and we live those values every day.

### Your Role

As Business Development Lead DACH, you are a key member of enviolo's Business Development team and a driving force behind our commercial growth in the DACH region.

You play a pivotal role in expanding enviolo's presence in Germany, Austria, and Switzerland by developing and managing **national-level key accounts**, including major bicycle manufacturers and retail chains. You work nationally with national accounts, focusing on long-term, strategic partnerships rather than transactional sales.

Your focus goes beyond closing deals. You act as a trusted advisor to senior decision-makers, challenge industry assumptions, uncover new growth opportunities, and co-create value with partners across the DACH market.

This role is ideal for an experienced, senior business developer who thrives in high-growth, disruptive environments and is energized by introducing non-commodity products into established markets.

## What You'll Be Doing

### Business Development & Market Growth

- Drive adoption of enviolo products within the bicycle and e-bike markets across the DACH region
- Own and grow relationships with national key accounts, including large retail chains
- Identify, develop, and convert new business opportunities at a national level
- Develop and manage a strong pipeline of leads, partners, and customers
- Actively challenge conventional market thinking and collaborate with partners on innovative solutions

### Revenue & Performance Ownership

- Achieve Business Development targets related to revenue, margin, and new customer acquisition
- Balance short-term commercial objectives with long-term, scalable growth strategies
- Monitor market conditions, customer needs, and competitive dynamics within the DACH region to inform decision-making

### Strategic Collaboration

- Work closely with internal stakeholders, including the Brand Experience team, to analyze evolving market needs
- Provide input and recommendations on product positioning, go-to-market strategies, and marketing initiatives for the DACH market
- Support trade shows, industry events, and key customer engagements across the region

### Partnerships & Negotiations

- Lead complex commercial negotiations with senior stakeholders at national and international partners
- Design and negotiate deal structures that create mutual value and long-term partnerships
- Represent enviolo professionally with customers, partners, and industry stakeholders in the DACH region

## What We're Looking For

You are someone who:

- Has a proven track record at **key account level** in business development and B2B sales

- Sees yourself as a strategic business partner and advisor rather than a transactional supplier
- Successfully integrates new or disruptive products into established markets using consultative, value-based sales approaches
- Enjoys challenging the status quo and exploring non-traditional opportunities
- Is comfortable engaging with senior decision-makers at national retail and OEM organizations

## Experience & Skills

- 8+ years of successful experience in business development, key account management, or B2B sales
- Strong experience managing national accounts and retail chains
- Experience in the bicycle, mobility, or adjacent industries is strongly preferred
- Demonstrated success negotiating complex commercial agreements with national or international partners
- Strong organizational, time management, and communication skills
- Ability to manage multiple high-value opportunities and priorities simultaneously

## Practical Requirements

- Native German speaker with full professional fluency in English
- Willing and able to travel for customer visits, trade shows, conferences, and industry events
- Based in Amsterdam or remote from Germany

## What We Offer You

- A central role in a fast-growing, purpose-driven company
- Real ownership, visibility, and impact on enviolo's commercial success in the DACH region
- International exposure in the sustainable mobility industry
- A collaborative, pragmatic, and down-to-earth culture
- Competitive, above-market salary with generous benefits, including (Please note the below benefits are specific to working in Amsterdam):
  - 25 paid vacation days and 10 paid holidays
  - Option to work remotely each year
  - Annual bonus program recognizing performance and impact
  - Bike purchase program after 6 months of employment on an indefinite contract
  - Fitness reimbursement
  - Flexible hybrid work model after onboarding and training
  - Subsidized lunch delivered to the office every day

## ***Our Commitment to Diversity, Equity and Inclusion***

*Mobility affects most humans around the globe, regardless of how they look, who they love, how they personally identify, or their beliefs. We're looking for a diverse group of people to join our team, and our enviolo journey, because a diverse team will better enable us to understand and change the way people move, thereby enhancing and accelerating our success. At enviolo we value creating an environment where our work community members build careers with equal access to opportunities, are treated with dignity and respect, and feel a sense of belonging and worth. We encourage applications from humans from all walks of life, and this specifically includes members of underrepresented communities. We aim to create a recruiting environment where diverse people apply for open positions at enviolo without hesitation, even if they don't completely fit all of our job posting qualifications or requirements.*