

Dstny – Regional Sales Manager Flanders

About the role...

As Regional Sales Manager, you will accelerate growth in Flanders, lead teams and help shape the future of business communications.

Dstny is a leading European provider of cloud-based business communications. As part of our 2026 growth strategy, we are strengthening our commercial leadership in Belgium.

We are looking for a **Regional Sales Manager Flanders** to lead a multi-disciplinary sales organization across direct and indirect sales channels, combining commercial leadership, coaching excellence and strategic execution.

Your role at Dstny

As Regional Sales Manager Flanders, you are responsible for accelerating growth across the Flemish market through a team composed of Business Developers, Key Account Managers and Partner Managers.

You operate at the intersection of new business development, strategic account growth and partner ecosystem expansion, translating strategy into commercial results while developing a high-performing team.

Your mission

- Drive profitable growth across Flanders through direct and partner-led sales
- Build and lead a high-performing regional sales team aligned with Dstny's 2026 commercial strategy
- Accelerate new business acquisition, key account development and partner activation
- Strengthen Dstny's market position in Flanders through scalable, customer-centric growth

Your responsibilities

- Lead, coach and develop a team of Business Developers, Key Account Managers and Partner Managers
- Foster a high-performance culture built on accountability, collaboration and commercial excellence
- Develop talent through coaching, deal reviews and performance management
- Own regional sales performance across revenue growth, profitability and retention
- Drive new logo acquisition and expansion within strategic accounts
- Increase partner productivity and partner-led growth through enablement and joint business development
- Support complex negotiations and executive-level customer engagement
- Execute sales strategies aligned with Dstny's direct and indirect go-to-market priorities
- Strengthen forecasting discipline, pipeline management and execution rigor
- Contribute actively to commercial planning and regional growth initiatives

What we're looking for in you...

- 5–7+ years in B2B sales leadership, ideally in telecom, SaaS or technology

- Proven experience managing direct sales and partner/channel motions
- Strong people leadership and coaching capabilities
- Track record in new business growth, strategic account development and ecosystem selling
- Strong commercial acumen, negotiation and stakeholder management skills
- Entrepreneurial mindset with strong ownership mentality
- Fluent in Dutch and English; French is a plus
- You act as a strong ambassador of our ICORE values: Innovation, Commitment, Obsession for CX, Respect and Empowerment.

What we can offer you...

- A key role in a fast-growing European tech company
- A collaborative, no-nonsense culture with room for initiative
- A team of passionate colleagues who love what they do
- A chance to make a real impact on Dstny's growth journey
- A challenging job in a fast-growing company where you can also grow yourself (with plenty of room for training)
- A competitive salary, including an eco-friendly company car with fuel/charging card or an interesting flexible mobility budget.
- Electronic meal vouchers, health insurance.
- Seniority days: extra vacation days based on your seniority (1 day every 3 years, up to a maximum of 4 days)
- Flex Income Plan: tailor extra advantages using your budget of your 13th month
- Access to Benefits@Work: enjoy discounts at a wide range of popular brands and retailers
- Flexible working hours, with the possibility of remote work. Because in digitalization, we should set a good example, right?
- A pleasant working environment in a renewed Dstny house, customized to the wishes of our Destinians.
- A great team of colleagues and wonderful customers.
- A friendly atmosphere with regular fun team-building activities or company events.
- Always fresh soup, fruit, and delicious coffee.
- To be a part of the Dstny family: an ambitious, inclusive and people-centric organisation

Why join Dstny

- Lead a strategic growth region with real market impact
- Shape a modern hybrid sales model combining direct and partner-led growth
- Join a fast-moving European tech player in transformation
- Enjoy autonomy, leadership impact and room to shape initiatives

<https://dstny.be/>