
SERCXI OPEN MANDATE

Accounts & Sales Executive — SAP S/4HANA & Cloud ERP

A number-carrier, not a pipeline painter. This mandate is for a sales leader who has personally taken SAP S/4HANA and cloud-ERP accounts through migration and emerged with revenue to show for it.

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TECH CONSULTING INTENSITY

2027

SAP ECC MAINTENANCE ENDS

6–12 mo

ENTERPRISE SALES CYCLE

35 days

MEDIAN SHORTLIST

SRX-2601 · ENGAGED MANDATE · PREPARED BY SERCXI

THE REMIT

Why this role exists now.

Dutch industry is at the inflection point of the largest ERP transition in a generation. The move off SAP ECC to S/4HANA is a live, funded programme inside nearly every mid-to-large corporate in the Netherlands, and the migration window closes in 2027 when SAP ends mainstream maintenance on ECC.

That transition has created a specific leadership gap. The sales executive who can carry a number through it is not a generic enterprise software seller. They need the migration economics, the RISE-with-SAP consumption model, the partner-channel dynamics, and the rhythm of a Dutch corporate buying committee — and they need to have closed on S/4HANA before.

The client is a systems integrator with a strong SAP practice and a credible S/4HANA migration record. They need the sales leader who turns that capability into a number, quarter after quarter.

FILE

CORRIDOR

EMEA · Netherlands (Amsterdam-anchored)

SENIORITY

Senior · 8–12+ years

DISCIPLINE

Enterprise ERP

LANGUAGES

Dutch & English

WORK MODE

Hybrid — Netherlands

EMPLOYMENT

Full-time · Permanent

LISTED

16 Aug 2026 · valid to 30 Nov 2026

WHAT THE ROLE CARRIES

- Own and carry a personal sales number across SAP S/4HANA and cloud-ERP accounts in the Netherlands and Benelux.
- Run the full enterprise cycle: pipeline build, qualification, deal shaping, negotiation and close — not hand it to a bid team.
- Manage the RISE-with-SAP and cloud consumption motion, including partner-channel co-selling.
- Build the buying-committee relationships that move a 6–12 month cycle: CIO, CTO, CFO, programme director.
- Shape the commercial model with the delivery practice so sold work becomes delivered work.
- Feed market intelligence back to the practice: competitor pricing, winning models, where demand forms next.

THE PROFILE

What we are looking for.

- Eight to twelve-plus years in enterprise software or IT services sales, with at least four years personally carrying a number in the SAP domain.
- Demonstrable S/4HANA or cloud-ERP deal history — you can name the accounts, the deal sizes and your role in closing them.
- Fluent in the RISE-with-SAP consumption model, partner-channel economics and the Dutch corporate buying process.
- A network in the Dutch SAP ecosystem: CIOs, programme directors and SAP practice leads who take your call.
- Dutch and English working proficiency; this is a Benelux territory role.
- Comfortable inside a systems integrator that sells delivery, not licences — the motion is different and you need to have done it.

THE TERMS

What the client offers.

- A senior, client-facing role with direct ownership of the SAP S/4HANA and cloud-ERP revenue line in the Benelux.
- A delivery practice with a credible migration record behind you — real capability, not a slide deck.
- Compensation aligned to number-carrying: base, variable and overachievement, benchmarked to the Dutch market.
- Clear progression into broader Benelux or EMEA revenue leadership.
- Hybrid working from the Netherlands, with an enterprise territory travel rhythm.

THE SHAPE OF THE WORK

QUOTA / MIX

Net-new logo + expansion; ~70% new / 30% install-base

DEAL SIZE

Mid-six-figure to low-seven-figure EUR ARR

SALES CYCLE

6–12 months, partner-influenced

REPORTS TO

VP / Head of SAP Sales

INDEX READING

The market reading behind the brief.

Current Q3 2026 displacement intensity in the sectors framing this search. Higher intensity means faster leadership turnover and sharper scarcity.

Tech Consulting	Displaced · 9/9
SaaS & Cloud	Displaced · 9/9
FinTech	Exposed · 6/9

Consulting and cloud both read 9/9 this quarter. When two adjacent sectors displace at once, the scarce profile is not the technologist — it is the operator who can sell the transition.

CONFIDENTIALITY

The client is not named in this brief. On an engaged mandate the client's hiring intent is commercially sensitive, so the organisation is identified to you under confidence in the first partner conversation — not published to their competitors.

THE APPROACH

How this mandate runs.

01 · Day 0–1

Approach

You reach out — through the mandate page, the partner's direct line, or a confidential booking. No application form, no CV portal.

02 · Days 2–7

Partner conversation

Harald Agterhuis, the partner who signed this mandate, speaks with you directly. The conversation establishes whether the role and your track record genuinely align.

03 · Days 8–21

Client introduction

If the fit holds, Harald introduces you to the hiring client under confidence. The client sees a short, serious shortlist — not a pile of CVs.

04 · Days 22–35

Decision

The client decides. On a yes, Harald works the offer with both sides — including counter-offer defence. On a no, you get a direct debrief, not silence.

YOUR PARTNER ON THIS MANDATE

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