

Principal — AI & Enterprise Value Realisation (SAP & Mendix)

Architect and closer in one seat. This mandate is for the Principal who can design a defensible AI architecture on SAP and Mendix, then carry the number that turns it into a programme.

SRX-2606	FILE REFERENCE
Principal	SENIORITY
Benelux	LOCATION
35 days	MEDIAN SHORTLIST

THE REMIT

Why this role exists now.

AI in the Benelux enterprise has stopped being a board ambition and become a funded programme. Dutch and Belgian organisations deep into S/4HANA adoption are asking a harder question than whether GenAI works: whether it can be embedded at scale, with measurable value, across finance, procurement, supply chain and operations.

The profile that answers it is rare because it is two profiles. Technical architects can design the solution but rarely own the number. Commercial leaders can open the account but cannot defend the architecture in front of a CIO. This seat requires both, plus the internal work of bringing account managers — who hold roughly seventy per cent of the client base — along.

The client is building an AI practice inside an established SAP and Mendix business. The Principal writes the playbook rather than inherits it.

FILE

CORRIDOR

Benelux (EMEA)

SENIORITY

Principal · Senior IC / practice lead

DISCIPLINE

Enterprise AI & Transformation

LANGUAGES

Dutch & English

WORK MODE

Hybrid — Benelux

EMPLOYMENT

Full-time · Permanent

LISTED

16 Aug 2026 · valid to 30 Nov 2026

WHAT THE ROLE CARRIES

- Design and validate AI and GenAI solution architectures on SAP S/4HANA and Mendix, and translate capability into transformation roadmaps.
- Lead presales end-to-end — discovery, solution shaping, proposal, client presentation — against a personal revenue target of €1.2M.
- Build and maintain a qualified pipeline of €3M–€4M across new and expanded engagements.
- Structure and negotiate engagements across consulting, implementation and platform offerings, owning scope, terms and value framing.
- Bring the existing account base along: build the narrative and commercial case that makes AI credible to account managers holding ~70% of clients.
- Own value-realisation frameworks and convert pilot architectures into production-scale programmes.
- Build reusable AI assets and represent the firm at SAP and Mendix ecosystem events across Benelux.

THE PROFILE

What we are looking for.

- Proven hands-on experience across SAP S/4HANA, Mendix and AI/GenAI strategy as an external architect and advisor — a credible peer to enterprise architects and CIOs, not a vendor.
- Demonstrated presales leadership from solution design through commercial negotiation, while carrying a target.
- Working knowledge of GenAI and LLM deployment, ML in production, and how AI integrates with SAP, Mendix and surrounding enterprise platforms.
- A record of advisory entry points (€40K–€200K) that expand into multi-phase programmes.
- Depth to anchor SAP AI implementation programmes at €150K–€500K+ and Mendix engagements at €50K–€300K+.
- Fluent Dutch and English, with an existing Benelux network across the SAP and enterprise technology ecosystem.

THE TERMS

What the client offers.

- A practice-founding mandate: the discipline is shaped from the ground rather than joined mid-flight.
- A €1.2M commercial target with uncapped commission in EUR, rewarding advisory influence as well as closure.
- Access to an established SAP and Mendix client base and the account teams that hold it.
- Reporting line to the Commercial Director Benelux — short distance to decisions.
- Hybrid working across the Benelux.

THE SHAPE OF THE WORK

COMMERCIAL TARGET

€1.2M annual · 6–10 closed engagements

PIPELINE EXPECTATION

€3M–€4M qualified

DEAL SHAPE

€40K–€200K advisory entry · €150K–€500K+ programmes

REPORTS TO

Commercial Director Benelux

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.

AI Engineering	Displaced · 9/9
Tech Consulting	Displaced · 9/9
SaaS & Cloud	Displaced · 9/9

AI engineering has held maximum intensity for three consecutive quarters. Value realisation — not model capability — is now the constraint.

CONFIDENTIALITY

The client is not named here. 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 this page, the partner's direct line, or a confidential booking. No application form, no CV upload to a portal. The first conversation is about fit, not paperwork.

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 delivery record genuinely align before anyone invests further.

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. You meet the decision-makers and test the role against what you need.

04 · Days 22–35

Decision

The client decides. If it's a yes, Harald works the offer with you and the client to land it — including counter-offer defence. If it's a no, you get a direct debrief, not silence.

YOUR PARTNER ON THIS MANDATE

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