



Sales Manager (80-100%, on site, Switzerland)

Position overview

We are seeking a Sales Manager to join our team in Zurich, Switzerland. You're the person who opens new doors to push coral reef regeneration as a B2B business. This isn't a role where you sell a standardised product or service, but an evolving offer that you help shape. You develop new entry points and business models that meet varied customers' needs. You own our sales pipeline, working closely with the co-founders. If you like being creative and close to the action, working in a small and mighty team, this position is for you. Your role is integral to shaping what rrreefs becomes.

Who we are

rrreefs is a Swiss start-up and ETH spin-off rebuilding degraded coral reefs around the world. Founded in 2020, we bring together backgrounds in science, art and business, and grew from an association into an impact-driven business with stable revenues since 2023. Our interlocking 3D-printed clay modules mimic natural reef structures, giving corals a surface to grow on and marine life a place to return to. Our reefs are in the water in Ecuador, Colombia, the British Virgin Islands, the Philippines and the Maldives. We are here to dare to do things differently and to create new business models that put impact first.

Key responsibilities

Pipeline generation and relationships

- Identify and approach new corporate (CSR) and hospitality clients
- Represent rrreefs at industry events, building and maintaining relationships across corporates, hospitality partners and other stakeholders
- Bring what you learn in those conversations back into the team, so customer insight helps shape our offering

Business development

- Develop new offers, services and value propositions, co-creating business models with the co-founders where needed
- Sharpen our product-market fit, starting with the hospitality segment

Reporting

- Maintain our pipeline and CRM (HubSpot) and keep records of all sales accounts and meetings clean and up to date
- Review the pipeline regularly and track sales KPIs, so we can see what is working and adjust strategy when it is not

What you bring

Experience

- 5+ years in B2B sales, experienced with long cycles, larger deal values and multiple decision-makers
- A background in hospitality or adjacent is a plus
- Experience working in or close to business development is a plus
- Fluent in English, German and Spanish a plus

Your personal profile fits our startup environment

- You are a natural connector who opens conversations and builds relationships easily, with an instinct for selling and you know how to bring a conversation to a close
- Passionate and curious about the ocean and coral reefs, and able to translate rrreefs' mission commercially
- You bring initiative, are energised by creating something that doesn't exist yet
- You get things done; we're a small team where everyone gets their hands dirty, no matter how senior
- You thrive in a startup environment with lots of iteration, changing plans and flat hierarchies
- You are accountable, owning outcomes and following through

What we offer

- Work at the forefront of coral reef regeneration (in landlocked Switzerland a unique job opportunity)
- A small, interdisciplinary team united by a passion for the ocean and our planet, with a culture built on transparency and respect
- An international setup, with colleagues in Switzerland, Germany and the Philippines
- The flexibility of a dynamic team, including the option to work remotely and to travel, since our projects and partnerships are spread across the world
- Claude as your personal rrreefs assistant, on call for whatever you need
- A climbing gym and a swimming pool right next to the office

Compensation

We are an impact-first startup, so our salary is not necessarily market-based. On top of the base we offer a bonus and participation in our employee stock ownership plan, so you share in the value you help build. We're happy to walk through the details in conversation.

How to apply

Please send **your CV and cover letter** to careers@rrreefs.com. The application deadline is **31 August**, and we review applications on a rolling basis. We would like you to start as soon as possible, at the latest on 1 October.