

Nordwatch

Senior Business Development Manager – Global Maritime & Cargo Compliance

Nordwatch Solutions

Full-time

Location: Denmark or Germany, with regular presence in Flensburg, Germany

About Nordwatch Solutions

Nordwatch Solutions is building a scalable global solution for remote cargo inspections and maritime compliance support.

We help shipping lines, OEMs, EPC companies, project owners, freight forwarders, insurers and other relevant cargo stakeholders reduce risk before cargo enters the transport chain. Our services include remote inspections of Dangerous Goods containers, flatracks, rolltrailers, tailgate inspections and live video inspections.

Our mission is to help customers avoid unsafe cargo movements, delays, damages, rejected shipments, fines, claims and unnecessary operational disruption.

Nordwatch combines maritime experience, technical understanding and digital inspection workflows. We are now looking for a senior commercial profile who can help turn this solution into a strong global business.

Cargo surveying is not new. What is new is the way Nordwatch makes inspection faster, more scalable and commercially viable for cargo flows that are often not surveyed today. The right person must be able to position this clearly, educate the market and build demand — not simply respond to existing requests.

What makes Nordwatch different

Nordwatch does two important things.

First, Nordwatch offers a faster, more scalable and more cost-effective alternative to traditional inspection models that depend on a physical inspector being present on site. Traditional inspection models often require local surveyor availability, travel time, manual coordination and higher cost. This can create delays and make inspections difficult to scale across global cargo flows.

Second, Nordwatch creates an option for customers to inspect cargo that is currently not surveyed at all. Many container shipments, flatracks, rolltrailers and other cargo movements are not inspected today because the cost, time or complexity of arranging a physical surveyor cannot be justified. With remote inspections, Nordwatch makes it possible to add a practical and affordable layer of assurance before cargo enters the transport chain.

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Nordwatch uses a remote, digital inspection model where certified experts review photos, videos, documentation and live video inspections through a structured workflow.

This gives customers:

- A practical alternative to physical on-site inspections.
- A cost-effective assurance layer for cargo that is not currently surveyed.
- Faster inspection turnaround.
- Lower cost compared with physical attendance.
- Less dependency on local inspector availability.
- Global inspection coverage.
- Digital documentation and certificates.
- Earlier detection of visible securing, packing and compliance issues.
- Fewer delays, claims, disputes and operational escalations.
- Stronger carrier acceptance and better control before cargo enters the transport chain.
- Lower environmental impact by reducing unnecessary inspector travel.

The value is both replacement and expansion.

Nordwatch can replace or supplement traditional inspection setups where physical attendance is slow, expensive or difficult. At the same time, it can expand the inspection market by making it realistic to inspect cargo that would otherwise move without any independent survey or assurance.

For shipping lines, OEMs, EPC companies, project owners, freight forwarders, insurers and other relevant cargo stakeholders, Nordwatch creates a scalable way to improve cargo safety, reduce risk, increase transparency and keep cargo moving.

The opportunity

Nordwatch operates in a global market with significant scale potential.

Cargo moves everywhere, every day. Wherever companies ship Dangerous Goods, project cargo, flatracks, rolltrailers or high-value cargo, there is a need to reduce risk, improve documentation, avoid delays and secure carrier acceptance.

Nordwatch is addressing two markets at the same time: customers who already use physical surveyors today, and customers whose cargo is currently not surveyed because traditional inspection is too costly, slow or difficult to arrange.

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This combination creates a very large market opportunity. Nordwatch is not limited to existing inspection budgets or local survey markets. The service can be sold globally, delivered remotely and scaled across countries, ports, factories, depots, forwarders, OEMs, carriers and insurers.

For the right salesperson, this means the addressable market is not narrow or local. The potential customer base is international, recurring and very large.

The role

We are looking for an experienced, self-driven and commercially strong Senior Business Development Manager to drive sales for Nordwatch Solutions.

This is a new-business hunter role focused on winning strategic customers and converting Nordwatch's market potential into real paid revenue.

We are looking for someone who can build the market, open doors, create momentum, develop senior customer relationships and convert opportunities into signed agreements and recurring inspection volume.

The ideal candidate understands maritime, logistics, cargo, insurance, inspection or related technical service markets and knows how to work with large international customers. You must be able to think strategically, work in a structured way and drive yourself without daily supervision.

You will be expected to use your own network, build new relationships and leverage the many existing contacts within the well-established sister company Nordic Maritime Solutions. We already have strong relationships across the industry, but often across different divisions and business areas. Your task will be to connect these opportunities, build on them and turn them into Nordwatch sales.

The right candidate must be able to position Nordwatch clearly against traditional physical inspection models and explain how remote inspections create value for both surveyed and currently non-surveyed cargo flows.

You will report to the Group Sales Director and the Group Managing Director.

Commercial objective

Your primary objective is to win new strategic customers and convert Nordwatch's market potential into paid revenue.

The focus is on major global accounts, framework agreements and recurring inspection volume. We are not looking for small one-off sales as the main priority. We are aiming for larger players with significant volume potential.

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You will be expected to build a structured target-account strategy based on revenue potential, strategic fit, decision-maker access and probability of conversion.

The role will carry clear commercial targets based on signed agreements, paid revenue and recurring inspection volume.

Main responsibilities

You will be responsible for building and driving the commercial pipeline for Nordwatch Solutions.

Your responsibilities will include:

- Identifying and approaching large-volume customers globally.
- Building relationships with shipping lines, OEMs, EPC companies, project owners, freight forwarders, insurers and other relevant cargo stakeholders.
- Developing strategic account plans for major target customers.
- Creating demand for a new way of delivering cargo surveying and inspection services.
- Educating customers on the value of remote inspections and cargo compliance support.
- Selling Nordwatch both as an alternative to traditional physical inspections and as a new assurance layer for cargo that is currently not surveyed.
- Explaining and selling Nordwatch's advantages compared with traditional physical inspection models.
- Building customer-specific value arguments around replacement of physical inspection, expansion of survey coverage, cost efficiency, speed, scalability, reduced claims, improved carrier acceptance and earlier risk detection.
- Positioning Nordwatch as a preventive control and assurance tool, not simply an inspection service.
- Leveraging existing NMS relationships and converting them into Nordwatch opportunities.
- Opening doors at senior decision-maker level.
- Understanding customer needs and translating them into practical Nordwatch solutions.
- Preparing and adapting professional sales material, customer presentations, pitch decks, proposals and follow-up documents for different customer segments.
- Translating Nordwatch's technical and operational value into clear commercial arguments for senior decision-makers.
- Presenting Nordwatch professionally to global customers.
- Driving commercial discussions from first contact to signed agreement and paid revenue.
- Negotiating and closing sales.
- Supporting customer onboarding, procurement processes and framework-agreement discussions where required.

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- Ensuring a professional handover from signed agreement to operational implementation.
- Maintaining all opportunities, customer contacts, next steps and forecasts in CRM with high discipline and transparency.
- Working closely with operations, technical teams, the Group Sales Director and the Group Managing Director.
- Representing Nordwatch at customer meetings, industry events and conferences.

What we are looking for

We are looking for a person who has already proven that they can sell complex services to serious customers.

You should bring:

- Minimum 8–10 years of relevant B2B sales, business development or key account experience.
- Proven track record of winning new strategic customers.
- Experience from shipping, logistics, maritime services, cargo, insurance, inspection, forwarding, OEM, port operations, compliance or related industries.
- A strong existing network in relevant markets.
- Existing relationships with one or more of the following: global carriers, marine insurers, OEM logistics teams, EPC logistics teams, freight forwarders, port operators, cargo safety/compliance departments or project cargo specialists.
- Proven ability to sell to large international companies.
- Experience with long sales cycles and senior stakeholders.
- Ability to create demand for a service that may be new to the customer.
- Ability to understand technical and practical service setups.
- Strong ability to prepare high-quality sales material, presentations, proposals and customer-facing documents.
- Ability to communicate technical and operational solutions in a simple, commercial and convincing way.
- Strong commercial judgement.
- Structured working style and disciplined follow-up.
- Ability to work independently and take full ownership.
- Strong communication, presentation and negotiation skills.
- Global mindset and comfort working with customers across different countries and cultures.
- Willingness to travel frequently.
- Full professional fluency in English, with the ability to conduct high-level business discussions, negotiations and presentations.
- Additional languages are a strong advantage, especially German, Spanish and/or French.

Personal profile

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You are ambitious, self-driven and commercially hungry.

You do not wait for opportunities to appear. You create momentum, open doors and move things forward. You are motivated by building something significant and you are not satisfied with average results.

You are:

- Highly proactive and accountable.
- Structured, disciplined and reliable.
- Strategic in your thinking, but practical in your execution.
- Comfortable contacting senior decision-makers.
- Strong at building trust and long-term relationships.
- Persistent without being aggressive.
- Able to work independently while still being a team player.
- Curious enough to understand the technical and operational details.
- Motivated by real sales results, not internal activity.
- Willing to put in the effort required to build a global business.
- Able to turn a new concept into a clear customer value proposition.
- Someone who thinks big, acts with urgency and takes ownership of outcomes.

We are looking for a person with a strong commercial engine and a high-performance mindset. This role requires energy, focus and persistence beyond ordinary expectations.

Location, right to work and travel

The position is flexible within **Denmark or Germany**.

The candidate must already have the unrestricted legal right to live and work in either Denmark or Germany and must be able to travel freely within the Schengen area.

Regular presence in Flensburg, Germany is required, normally at least once per week or whenever needed.

Regular international travel must also be expected. Nordwatch is targeting international customers, and the right person must be willing and able to meet customers where the opportunities are.

Nordwatch is not able to sponsor work permits for this position.

Employment will be arranged either through **Nordwatch Solutions** in Denmark or **Nordic Maritime Solutions** in Germany, depending on the candidate's location and the final legal setup.

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Compensation

We offer a competitive fixed base salary combined with an attractive uncapped commission model.

The commission is linked only to actual sales. Bonus is paid based on real commercial results, meaning invoiced and received customer revenue, according to the agreed commission plan.

We do not pay bonus for meetings, leads, pipeline value, presentations or internal activity metrics. These are part of the job and covered by the base salary.

The variable compensation is reserved for what matters most: creating real customer revenue.

If you create strong results, you should benefit directly from those results.

For the right person, the upside grows with the business.

Why join Nordwatch Solutions?

Nordwatch Solutions has significant global potential.

The maritime and logistics industries face increasing pressure around cargo safety, compliance, documentation, risk reduction and operational efficiency. At the same time, traditional inspection models are often slow, costly and difficult to scale globally.

Nordwatch offers a faster and more scalable alternative.

By using remote inspections, digital workflows and certified cargo expertise, Nordwatch can help customers reduce delays, avoid rework, prevent claims, improve carrier acceptance and protect customer relationships. The service is designed to add only limited time to the packing or pre-shipment process, while potentially avoiding days or weeks of disruption later.

Because Nordwatch can both replace existing inspection models and create new demand for currently non-surveyed cargo, the commercial opportunity is significantly larger than a traditional survey business.

For a commercially strong person, this creates a rare opportunity: the ability to help build a global sales platform from an early stage, while benefiting directly from the revenue created. The bigger Nordwatch grows, the bigger the opportunity becomes for the person driving that growth.

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You will work directly with management, influence the sales strategy and help shape how Nordwatch enters the global market.

For the right person, this is not just a job. It is a chance to build a position, a customer base and a business with international reach.

Application

Please send your CV and a short motivation explaining why you are the right person to drive strategic sales for Nordwatch Solutions.

We are especially interested in hearing about:

- Your experience with large international customers.
- Your network in maritime, logistics, cargo, insurance or related industries.
- Examples of commercial results you have created.
- How you would approach building Nordwatch's global customer base.
- How you would present and sell a new service concept to customers who may not yet be actively looking for it.

Do you think you fit this position?

Please send us your CV and Application to careers@nordwatchesolutions.com