

VP of Commercial Excellence

lokalizacja: Warszawa (mazowieckie)

numer referencyjny: 1197383/jobs.pl

Hays IT Contracting is a collaboration based on B2B principles. Our company adapts IT specialists to the most interesting technological projects on the market. Join the circle of 500 satisfied contractors and work for Hay's clients! For our client we are currently looking for Candidates for the position of:

VP of Commercial Excellence (EU Salesforce Practice Lead)

Location: 100% remote

Job type: B2B (with Hays Poland)

Length: long-term cooperation, first contract for 6-12 months

Start date: ASAP/1 month

About project:

We are looking for a strategic and entrepreneurial VP of Commercial Excellence to lead and grow our European practice. In this role, you will be responsible for the end-to-end success of the CE service line in the EU, blending sales enablement, client relationship management, team leadership, and high-level delivery.

You will serve as a trusted advisor to private equity stakeholders and portfolio executives, shaping regional go-to-market strategies while ensuring the successful execution of complex Salesforce-driven transformations. As the practice lead, you will bridge the gap between business strategy and technical architecture to drive scalability and measurable value.

What you will do:

- **Practice Leadership:** Own the CE service line strategy in the EU, aligning regional growth with global company vision and AI-first initiatives.
- **Client & Business Development:** Partner with sales and account teams to drive pipeline growth, conduct discovery sessions, and shape solutions for client proposals.
- **Architectural Oversight:** Act as the lead architect on key engagements and serve as the primary escalation point for Delivery Managers on Salesforce-based solutions.
- **Delivery Excellence:** Oversee the successful execution of projects, ensuring best practices in project governance, risk management, and high client satisfaction.
- **Talent Development:** Recruit, mentor, and scale a high-performing regional team of Salesforce consultants, architects, and developers.
- **Operational Management:** Track and optimize regional KPIs, including utilization, delivery health, and practice profitability.
- **Thought Leadership:** Act as a Salesforce evangelist, staying ahead of Revenue Cloud, CPQ, and AI trends to maintain TechTorch's competitive edge.

What we expect from you:

- **Experienced Leader:** 15+ years in Salesforce consulting, with at least 2+ years in a practice leadership or regional management role.
- **Salesforce Expert:** Proven track record of managing large-scale implementations across Sales Cloud, Service Cloud, CPQ, or Revenue Cloud.
- **Strategic Architect:** Deep understanding of Salesforce architecture, delivery methodologies, and the 'lead-to-cash' ecosystem.
- **Business Minded:** Experience managing regional P&L or practice-level KPIs (utilization,

margin, CSAT).

- Executive Presence: Exceptional client-facing skills with the ability to influence C-suite stakeholders and private equity operators.
- Certified Professional: Salesforce certifications such as Application Architect, Sales/Service Cloud Consultant, or CPQ Specialist are highly preferred.
- PE Savvy: Experience working within private equity-backed or mid-market transformation programs is a significant plus.
- English: B2/C1

If you're interested in this role, click 'apply now' to forward an up-to-date copy of your CV, or call us now.

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hays.pl

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Wyrażam zgodę na przetwarzanie podanych przeze mnie danych osobowych zawartych w aplikacji dla potrzeb niezbędnych do realizacji procesu rekrutacji zgodnie z Rozporządzeniem Parlamentu Europejskiego i Rady (UE) 2016/679 z dnia 27 kwietnia 2016 r. w sprawie ochrony osób fizycznych w związku z przetwarzaniem danych osobowych i w sprawie swobodnego przepływu takich danych oraz uchylenia dyrektywy 95/46/WE (RODO). Jednocześnie oświadczam, iż zapoznałem się informacjami administratora o przetwarzaniu danych oraz z prawami jakie przysługują mi na mocy powyższego Rozporządzenia.