

ANY WAVES

SPACE, UNMUTED

JOB OFFER

Sales Manager (M / F)

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+ About Anywaves

Anywaves is an international space technology company specialising in antennas, RF electronics, embedded software, avionics and integrated payload subsystems for satellite missions. Building on more than 25 years of engineering heritage, we bring together complementary expertise from our teams in Toulouse, France, Hautscharage, Luxembourg, and Austin, Texas. From design and project management to testing, industrialisation and production, we develop high-performance technologies for commercial and institutional customers worldwide. Our solutions support satellite communication, navigation, Earth observation and other demanding space applications, from individual products to complete RF payload subsystems.

With more than 120 employees representing a wide range of nationalities and technical backgrounds, Anywaves combines the agility and close collaboration of an entrepreneurial company with the capabilities of a growing international group. Joining Anywaves means contributing directly to ambitious space programmes, solving complex technical challenges and helping shape the next generation of satellite technology.

About the position

To support this evolution, we are seeking a strategic and results-driven Sales Manager to lead and scale our growth across the space and defense ecosystem, based in Luxembourg. Geos to cover are Europe, APAC and support North America. Customers are prime contractors, and emerging commercial space players. This role will own revenue generation, customer engagement, and go-to-market execution in a highly regulated, mission-critical environment.

Key Responsibilities:

Revenue Leadership & Strategy (Core Focus)

- o Own and deliver annual and multi-year revenue targets for Anywaves Corporation, reporting to the Chief Commercial Officer
- o Define and execute go-to-market strategy across defense and space segments for our COTS products (Software Defined Radio and RF Front Ends) and in some extent non-COTS products (accelerator for our COTS Roadmap).
- o Build a qualified pipeline aligned to long-cycle space programs

Strategic Account Sales

- o Lead engagement with key stakeholders across Prime contractors (OHB, Airbus, SES, ...) where Germany and Luxembourg are central.
- o Navigate complex procurement processes (RFPs, RFIs, IDIQs, OTAs)
- o Develop capture strategies for large, multi-year programs

Team Leadership & Scaling (over time)

- o Manage a team overtime, (AEs, SDRs, BD leads)
- o Act as a player-coach, providing hands-on deal support and mentorship
- o Set clear KPIs, quotas, and performance management processes
- o Build a high-performance, accountable culture with strong coaching cadence

Cross-Functional Collaboration

- Partner with Product, Engineering, and Program Management to align offerings with mission needs
- Work with Legal/Compliance on export controls (ITAR, EAR) and contracting
- Collaborate with Marketing on thought leadership and demand generation in defense/space channels

Partnerships & Ecosystem Development

- Develop and manage strategic partnerships across the defense industrial base and space ecosystem
- Identify teaming opportunities and channel strategies for government bids

Profile required

- 12–15+ years of sales leadership experience in aerospace, defense, or space technology
- Proven track record of closing large, complex government or prime-led deals
- Deep understanding of procurement processes, budget cycles and program offices
- Experience managing long sales cycles (12–36 months+)
- Strong network across space ecosystem
- Strategic thinker with strong execution discipline
- Credibility with senior industry stakeholders
- Ability to operate in a highly regulated, mission-driven environment
- Excellent communication, negotiation, and stakeholder management skills
- Revenue growth and quota attainment
- Pipeline coverage and quality
- Win rates on strategic programs
- Expansion within key accounts and partners
- Team performance and retention

We invite you to submit your CV and cover letter, showcasing your motivation for the position and positive impacts to the company to jobs@anywaves.lu. Expose and demonstrate how your skills align with the job requirements to make a meaningful impact.

Start: as soon as possible

Contract type: Permanent

Location: Hautcharage, Luxembourg