

We are hiring a

Commercial Development Manager (100%)

At Fabas, we are harvesting the power of pulses to shape the future of food. Based in Zurich, we transform European fava beans into clean-label, protein-rich ingredients for the food industry. Our technology tackles the key challenges of pulses — off-flavors, color, and limited functionality — creating great-tasting ingredients that perform in alternative dairy applications without the need for additives or investment in infrastructure.

*Reporting directly to our CCO, as **Commercial Development Manager**, you support the commercial team to develop our sales pipeline in Switzerland and the EU.*

Do you share our values? We foster ownership by empowering each other every day, while staying curious and on discovery to deliver the best quality for our customers.

Your Tasks

- Take full responsibility for commercial success in strategically relevant markets within Europe.
- Manage the full sales cycle: generate leads through outreach, qualify prospects, manage the pipeline, negotiate terms, close deals, and develop sustainable revenue channels.
- Drive customer testing and product validation: coordinate pilot and industrial-scale trials with customers, including test design, technical alignment, and structured follow-up.
- Support product launches and customer adoption: convince product managers of the value of our ingredients, align key stakeholders across R&D, production, and procurement, and drive rollouts through to repeat purchase.
- Bring market and customer insights into product development: understand customer requirements and satisfaction levels, identify current and future market needs, and actively contribute to shaping Fabas' product roadmap.
- Develop and maintain sales and marketing materials: create and update pitch decks, product information, customer-facing materials, and other assets that support outreach, sales conversations, and go-to-market activities.
- Support go-to-market initiatives: contribute to co-branding opportunities, sales channel strategies, and other activities that accelerate market entry and growth.
- Represent Fabas at industry events

Your Profile

- At least 4 years of experience in sales of food/dairy ingredients, ideally with innovative or plant based products
- Proven key account success: converted trials into revenue and recurring volume.
- Technical know-how: good understanding of protein ingredients and processes.
- Experience with test runs: you are familiar with pilot plants and industrial production runs at dairy manufacturers, including mixers, production lines, process parameters, and troubleshooting.

- Strong understanding of the customer journey within B2B food markets, capable of translating customer needs into product positioning and messaging
- Proficiency in English and German, other languages are an advantage (e.g. French)
- A proactive, self-starting with a drive to innovate and "hands-on" mentality
- Ability to adapt to a dynamic environment in a start-up and work independently
- Ability to work collaboratively with a team to achieve results in a team environment and to set up necessary structures if needed
- Frequent national and international travel
- Driving licence

What We Offer

- A challenging position with a great team in an exciting technology industry
- You will build new markets instead of simply managing existing revenue.
- Leading role in expanding our Commercial Team.
- Competitive base salary plus attractive bonus and VSOP options
- Flexible working hours
- Starting date: September 2026 or upon availability

Please send your application (including CV and cover letter) to hr@fabas.ch