

De Gruyter Brill is a global leader in humanities publishing and beyond. Headquartered in Berlin (Germany) and the second largest office in Leiden (The Netherlands), De Gruyter Brill publishes over 3,500 books and 800 journals per year. A merger of the publishing houses De Gruyter and Brill, the heritage of De Gruyter Brill goes back to 1683 and 1749, respectively. Since then, De Gruyter Brill has been committed to publishing excellent scholarly works as a trusted partner of academics across disciplines.

For more information, visit [degruyterbrill.com](https://degruyterbrill.com).

**Boston | Full-time employee | Jul 8, 2025**

## Chief Commercial Officer

### Introduction

#### Your Tasks

- *Strategic Leadership*
  - Develop and execute a multi-year commercial strategy to sustain and grow Paradigm's publishing services.
  - Align sales and marketing initiatives with organizational goals, market trends, and client needs.
  - Serve as a key executive leadership team member, advising on revenue planning, pricing models, and strategic investments.
- *Revenue Growth & Business Development*
  - Expand Paradigm's market footprint through data-informed sales strategies and tailored acquisition models.
  - Own sales targets and pipeline forecasting for both service clients and content distribution programs (e.g., University Press Library).
- *Marketing & Brand Positioning*

#### Your Profile

- 10+ years of commercial leadership experience in academic publishing, library services, or content platforms.
- Deep understanding of scholarly publishing business models, especially for small and independent publishers.
- Proven success in building and executing revenue strategies that blend service-based and content-based offerings.
- Experience with open access models, library sales, and metadata/distribution workflows preferred.
- Strong interpersonal skills, with the ability to lead, influence, and collaborate across diverse stakeholders.
- A bachelor's degree in publishing, business, or a related field is required; an advanced degree is preferred.

- Coordinate marketing strategy to elevate Paradigm's profile among publishers, librarians, and industry influencers.
- Guide content strategy, events, thought leadership, and campaigns that differentiate Paradigm in the market.
- Champion our values: independence, impact, partnership, and financial sustainability.
- *Partnerships & Ecosystem Development*
  - Forge alliances with libraries, consortia, aggregators, and technology partners to enhance Paradigm's offerings and distribution networks.
  - Support the development of cooperative models that include all stakeholders and all product types.
- *Team Leadership*
  - Manage and mentor a cross-functional team spanning sales, sales operations, customer service, and account management.
  - Create a high-performance culture centered on accountability, mission alignment, and strategic growth.
  - Build capacity through operational excellence, training, and goal setting.

## **We offer you**

- An exciting professional challenge for one of the innovation drivers of the publishing industry
- Family-friendly working time models, flexitime and a flexible home office arrangement for a good work-life balance
- A generous vacation entitlement and special leave days
- Extensive benefits and allowances for a healthy, balanced life
- Development budget and opportunities for training and personal development
- Passionate colleagues in diverse, international teams; joint team events and company parties

At De Gruyter, we believe in diversity and are committed to equal employment opportunities for everyone. It is our shared goal to create a workplace culture centered around inclusion and belonging.

**Vontavia Smith**  
**People + Culture**  
**Tel: [857-303-0165](tel:857-303-0165)**

Apply Now!

