



Paradigm Publishing Services is the publishing services division of De Gruyter Brill, a leading publisher in the humanities and beyond with a heritage going back to 1683. Paradigm focuses on supporting smaller publishers, societies, and university presses to ensure their digital visibility, financial sustainability, independence, and success.

For more information, visit paradigmpublishingservices.com

Senior Sales Manager ROW (f/m/d)

London | Full Time | as soon as possible

Paradigm Publishing Services is seeking a Senior Sales Manager to grow sales of eBooks and databases to academic libraries across the assigned Rest of World territory. You will help libraries acquire content that supports teaching and research while contributing to shared regional sales goals. Working as part of a collaborative sales team, you will develop territory plans, manage academic library accounts and consortia, and win new business. You will coordinate account activity with sales colleagues and work closely with marketing, publishing partners, and customer support to deliver consistent customer experience.

Your tasks

- Develop and execute the territory sales plan with the Sales Director ROW and sales colleagues. Meet agreed eBook and database revenue, renewal and growth targets while contributing to overall team performance.
- Build a qualified pipeline of academic library opportunities through regular meetings, email and telephone contact. Understand library budgets, collection priorities and purchasing cycles to guide follow-up and proposals.
- Manage relationships with academic librarians, collection development

Your profile

- 8–10 years of relevant sales experience with eBooks, databases or related digital academic resources, including direct sales to academic libraries and a record of achieving or exceeding targets.
- Demonstrated success managing academic library accounts or consortia, including complex negotiations, electronic resource licensing and institutional procurement cycles.
- Experience developing international territories and understanding regional academic library markets. Familiarity with library budgets, collection

teams, electronic resources staff and consortia. Negotiate pricing and licensing terms within agreed guidelines and grow long-term account value.

- Present eBook collections and databases in the context of each institution's teaching and research needs. Coordinate demonstrations and trials with colleagues, follow up on evaluations, and convert interest into purchases or subscriptions.
- Create shared account plans for priority libraries and consortia. Agree responsibilities with colleagues, coordinate customer contact, and maintain clear handovers so the team works together effectively.
- Partner with marketing and publishing colleagues on targeted eBook collection and database campaigns. Identify opportunities for collection expansion and cross-selling and share feedback on content needs and purchasing models.
- Contribute actively to team pipeline reviews, joint customer meetings and sales planning. Share market intelligence and successful approaches, support colleagues, and provide peer coaching and constructive feedback.
- Keep CRM records, next steps and forecasts accurate and visible to the team. Report sales performance on time and use account activity, trial outcomes and available usage data to identify opportunities and improve conversion.
- Represent Paradigm at academic library conferences and customer events. Coordinate with customer support and operations on licensing, access and order issues to support successful implementation and renewals.

development and digital content purchasing models.

- A results-oriented approach that combines personal accountability with a commitment to shared team goals. Willingness to collaborate on opportunities and contribute to colleagues' success.
- A practical, positive approach to problem-solving and strong relationship skills with librarians, consortium representatives and internal colleagues.
- Excellent communication and analytical skills, including the ability to demonstrate digital products, develop persuasive proposals and explain their value to academic libraries.
- Experience working through shared account plans, joint customer meetings and coordinated campaigns across sales, marketing, publishing and customer support. Peer coaching experience would be valuable.
- Confidence using CRM systems, forecasts and sales data to manage a territory and support team planning. Ability to work across time zones and travel internationally as required.
- Additional languages relevant to the territory, established relationships with academic libraries, and experience selling content from multiple publishers would be valuable.

We offer you

- An exciting professional challenge for one of the innovation drivers of the publishing industry
- Family-friendly working time models, flexitime, and flexible home office arrangements to support a healthy work-life balance, alongside a substantial vacation allowance and additional 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 Brill, we are dedicated to diversity, equal opportunity, and building an inclusive culture where everyone belongs. We believe in individual potential, so please apply even if you don't meet every requirement—passion and a willingness to learn matter as much as qualifications. We look forward to hearing from you!

Vontavia Smith
People + Culture
857-303-0165

Apply Now!

