

Partnership & Business Development Manager

Join Realco and build partnerships that make industry cleaner and more sustainable.

For more than 30 years, Realco has been helping industries improve hygiene while reducing water, energy and chemical consumption through innovative enzyme-based technologies.

We are a fast-growing and purpose-driven Belgian company where science, sustainability and entrepreneurship come together.

We're looking for a **Partnership & Business Development Manager** to accelerate our international growth by developing strategic distribution partnerships across Europe.

Why this role matters

You won't simply manage distributors, you'll help them grow.

You'll identify new opportunities, build long-term partnerships and bring innovative hygiene solutions to industrial customers looking for both performance and sustainability.

Working closely with Sales, Marketing, R&D and Operations, you'll have a direct impact on Realco's international growth.

What you'll do

Develop our partner network

- Identify, recruit and onboard new distributors
- Negotiate long-term commercial agreements
- Expand Realco's presence in new markets

Grow existing partnerships

- Build trusted relationships
- Lead business reviews and action plans
- Coach and support partners commercially and technically

Manage strategic customers

- Develop selected key accounts
- Understand customer challenges
- Coordinate internal resources to deliver value

Represent Realco

- Trade fairs
- Customer visits
- Market development
- Industry networking

What makes this role different?

At Realco, we don't sell chemicals. We help manufacturers:

- improve hygiene performance
- reduce water, energy and chemical consumption
- optimise operational costs
- achieve sustainability goals

You'll sell solutions that genuinely improve your customers' business.

About you

We're looking for someone who enjoys opening doors, building trust and developing long-term business.

Ideally you have:

- 5+ years in Business Development, B2B Sales or Partnership Management
- Experience managing distributors or indirect sales channels
- Experience in Food & Beverage, industrial hygiene or another technical B2B environment
- Strong commercial and negotiation skills
- An entrepreneurial mindset

Languages:

- Fluent English and French
- Dutch and any other European language are strong assets

Regular travel across Europe is part of the role.

What you'll find at Realco

- A strategic international role
- High autonomy and ownership
- A collaborative SME where ideas matter
- Continuous learning and development
- Passionate colleagues who enjoy building together

Competitive salary package including company car, hospital insurance, meal vouchers, laptop, smartphone and additional fringe benefits.

Why Realco?

Because we believe tomorrow's industries must be both **more efficient and more responsible**.

If you're looking for a role where you can build partnerships, develop international business and contribute to meaningful innovation, we'd love to meet you.

Ready to make an impact? Apply now.

CV and motivation letter to sandrine@realco.be

Your application will be treated confidentially and in accordance with the law of the protection of privacy.

