Sebastian Stein

Sales Engineering Manager

CONTACT

- ✉ career.website@saba.link
- 🌐 cv.saba.link
- in linkedin.saba.link
- 📞 +49 151 223 554 70
- 📍 Stuttgart Region, Germany

EXPERTISE

Leadership

Hiring   Coaching   Scaling

Security

Zero Trust   SASE/SSE
Data Security   DSPM

Compliance

GDPR   Co-Determination
Privacy

AI & Automation

LLMs   AI Agents
Workflow Automation

RECOGNITION

- ★ **President's Club 2x**
- ★ **Rated "Outstanding Impact"**
- › SEM of the Quarter 2025
- › SE of the Quarter 2019, SE of H1 2020

EDUCATION

HdM Stuttgart
Wirtschaftsinformatik

LANGUAGES

German (native)
English (full professional proficiency)

Sebastian Stein

Sales Engineering Manager

15 years in Cybersecurity. 5+ years leading teams across Enterprise & Major Accounts. Track record of building, hiring & scaling teams in hypergrowth (700 to 8,000+ employees). Deep expertise in **GDPR & data privacy** with customer Works Councils. **2x President's Club**, rated **"Outstanding Impact"**.

15+	2x	189%	$16M+
YEARS CYBERSECURITY	PRESIDENT'S CLUB	PEAK ATTAINMENT	TEAM ACV

LOOKING FOR

ROLE	DOMAIN	VALUES
SE Leadership or Field CTO at growth-stage company	Zero Trust, SASE, Cloud Security, Data Security, DSPM	Impact over politics, depth over hype, long-term thinking

Experience

> **Currently:** After 8 years at Zscaler, I took a planned break for family. Now looking to build and lead again — at the right company.

Zscaler
Oct 2017 – Aug 2025 · 8 years

Cloud Security · Zero Trust Platform · NASDAQ: ZS · 700 to 8,000+ employees

Manager Sales Engineering · up to 11 SEs
Jul 2020 – Aug 2025

RESULTS
- › Team quotas up to **$16M+ Net New ACV**
- › Peak Financial Years: **189% FY20** · **120%+ FY24** · **130%+ FY25**
- › **2x President's Club** · SEM of the Quarter 2025 · Rated "Outstanding Impact" for high-EQ leadership

TEAM & TALENT
- › Scaled teams through hypergrowth: **40-70% new hires annually** while maintaining quality
- › **60% promotion, <10% attrition** → hired and retained A-players
- › Fast-track promotions: top hires → Senior SE within months, Major customer responsibility

OPERATIONS & STRATEGY
- › Created **"SE Building Blocks"** + qualification heatmap, adopted as regional standard
- › Improved onboarding speed, deal quality, and execution consistency
- › Hands-on in major deals; CxO & Champion relationships spanning 5+ years

GDPR & DATA PRIVACY
- › **20+ Works Council engagements** (own territory + cross-region), **100% success rate**
- › Created Data Privacy Documentation adopted by Field CISOs/CTOs as standard
- › Go-to resource for sensitive customer negotiations on German co-determination

Senior Sales Engineer
Oct 2017 – Jul 2020

Joined as Enterprise SE and advanced to Major Accounts within 3 years based on consistent overachievement. Drove the company's **fastest seven-figure technical win** and **first German bank deal**. Defined the POV evaluation framework later adopted as regional standard.

- • SE of the Quarter (2019), SE of H1 (2020)
- • Built technical credibility and strong customer relationships that enabled transition to management

Link11 GmbH
Aug 2010 – Oct 2017 · 7 years

DDoS Protection · WAF · Cloud Security

Head of Presales & Consulting
Aug 2013 – Oct 2017

Built the company's first Presales & Consulting organization from zero. Led solution design for DAX-listed enterprises, served as primary interface to Product Development. Created standardized data protection concept (SDSK) and passed T-Systems Privacy & Security Assessment (PSA) — required for product catalog inclusion, critical for enterprise sales credibility.

- • Speaker at industry events (it-sa, RSA, infosec), delivered customer and partner training

Earlier: Project Management / Technical Lead (2010–2013)

Skills & Expertise

Security	Zero Trust Architecture, SASE/SSE, Cloud Security, Data Protection (DSPM, DLP), DDoS Mitigation, WAF
Compliance	GDPR, Data Privacy, Works Council engagements, German co-determination expertise
Cloud	AWS, Azure, GCP environments, SaaS architectures, hybrid deployments
AI & Automation	LLMs (Claude, GPT), AI agents & assistant projects, workflow automation, productivity tooling
Leadership	Organization building (0 to 1), team scaling, hiring, coaching, performance management

Sales Methodology

MEDDIC / MEDDPICC
Core framework for 5+ years — surfacing real pain, Champion development, EB engagement, Decision Process mapping

Command of the Message
Value selling, competitive differentiation, business outcome articulation

POV Frameworks
Designed evaluation methodologies adopted as regional standard — structured technical wins

Leadership Philosophy

Building teams, not just managing them.
I believe SE leadership is about creating an environment where technical talent can thrive — through clear expectations, meaningful coaching, and genuine investment in career growth.

Operational excellence as foundation.
Playbooks, qualification frameworks, and repeatable processes free teams to focus on what matters: solving customer problems and driving business outcomes.

Player/coach mentality.
I stay close to deals, jump into complex technical discussions, and actively maintain relationships with key decision-makers, champions, and technical stakeholders. I never ask my team to do something I wouldn't do myself.

People before metrics.
Supporting team members through challenges, whether professional or personal, builds stronger, more resilient teams. Designed reintegration framework for team members after medical leave, balancing performance with wellbeing, adopted as DACH regional standard.

What I Bring

FOR THE BUSINESS
› Consistent quota attainment
› Scaling SE Organizations
› Enterprise deal expertise

FOR THE TEAM
› Career development focus
› Clear expectations
› Psychological safety

FOR CUSTOMERS
› Trusted advisor approach
› Compliance expertise
› Long-term relationships

BEST FIT
Strong product, healthy culture, real EMEA/DACH commitment, and room to build something meaningful.