



Sebastian Stein

Sales Engineering Manager

CONTACT

- career.website@saba.link
- cv.saba.link
- 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
- Betriebsrat
- 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 SE teams across Enterprise and Major Accounts. Track record of building, hiring, and scaling teams in hypergrowth (700 to 8,000+ employees). Deep expertise in GDPR and data privacy engagements with customer Works Councils. 2x President's Club. Rated "Outstanding Impact".

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 ready for the right opportunity to build and lead again.

Zscaler

Oct 2017 – Aug 2025 · 8 years

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

Manager Sales Engineering

Jul 2020 – Aug 2025

TEAM & TALENT

- Scaled teams through hypergrowth: 40–70% new hires annually while maintaining quality
- 60% promotion rate, 10% early attrition – A-players hired and developed
- Fast-track promotions: top hires → Senior SE within months, Major customer responsibility
- Entrusted with most complex territory (all Major customers, 11 SEs)

OPERATIONS & STRATEGY

- Created "SE Building Blocks" + qualification heatmap, adopted as regional standard
- Improved onboarding speed, deal quality, and execution consistency
- Partnered with Sales, Product, and Exec Leadership during scale from 700 to 8,000+
- 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 engagement standard
- Go-to resource for sensitive customer negotiations on German co-determination

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

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

DDoS Protection · WAF · Cloud Security

Aug 2010 – Oct 2017 · 7 years

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)

ENGAGEMENT

Parent Council Chair  
District Board Member (until 2026)

Reading Mentor  
Volunteer since 2023 — Supporting early literacy for children with multicultural backgrounds

WORK STYLE

Player/coach who maintains technical credibility while driving team performance. Known for high-EQ leadership, structured thinking, and calm execution under pressure.

REFERENCES

Available upon request

Skills & Expertise

Security	Zero Trust Architecture, SASE/SSE, Cloud Security, Data Protection (DSPM, DLP), DDoS Mitigation, WAF
Compliance	GDPR, Data Privacy, Works Council (Betriebsrat) 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 balancing performance with wellbeing, adopted as DACH regional standard.

What I Bring

FOR THE BUSINESS

- › Consistent quota attainment
- › Scalable SE organization
- › 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.