



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. Early adopter of AI and automation tools. **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

- Managed SE teams across Enterprise and Major Accounts
- Entrusted with most complex territory (all Major customers, 11 SEs)
- Built talent pipeline, hiring standards, and competency frameworks
- Fast-track promotions: SE promoted to Senior within 3 months, assigned largest global customer

OPERATIONS & STRATEGY

- Created "**SE Building Blocks**" - regional operating model
- Improved onboarding speed, deal quality, and execution consistency
- Partnered with Sales, Product, and Exec Leadership during scale from 700 to 8,000+

GDPR & DATA PRIVACY

- Go-to person for **customer Works Council (Betriebsrat)** engagements
- Created compliance frameworks for German co-determination requirements
- Collaborated with Field CISOs/CTOs on sensitive customer engagements

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"

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 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, and completed T-Systems Privacy & Security Assessment (PSA) - 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

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.

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.