



Sales Manager (Finland & Baltics) Söderkulla, Finland

Would you like to take ownership of customer growth in Finland and the Baltics in an international company known for practical innovation in logistics?

We are now looking for a **SALES MANAGER, Finland & Baltics**

In this role, you will be responsible for developing K.Hartwall's customer relationships and sales opportunities in Finland and the Baltics, with a focus on parcel & e-commerce logistics, retail and related sectors. The position combines managing existing key accounts with active new business development.

You will work closely with customers to understand their needs, identify business potential and build solutions together with K.Hartwall's internal experts in product development, production, consulting services, market services and sales. The role reports to the Head of the Parcel & E-commerce business unit.

This is a strategic, hands-on role, ideal for a sales professional who is focused on acquiring new customers and strives to drive sustainable business growth whilst maintaining long-term partnerships with existing customers. You will have the support of an international organisation, but you are expected to take initiative, stay curious and keep opportunities moving forward.

What the role involves in practice

As Sales Manager, you will take responsibility for selected customers and sales opportunities in Finland and the Baltics. Your work includes developing existing accounts, identifying future needs, finding new customer companies and turning customer challenges into concrete logistics solutions.

In practice, you will manage your sales pipeline, meet customers, prepare and follow up on offers, participate in negotiations and work with internal teams to ensure that customer needs are understood and solved in the right way. The role also includes collaboration with product development when new business opportunities require tailored or developing solutions.

What kind of background helps you succeed

To succeed in this role, you have Higher education degree from a relevant field, strong experience with demonstrated results in B2B sales, account management, solution sales or a similar customer-facing commercial role. A background in logistics, parcel delivery, retail, e-commerce, 3PL or industrial

solutions gives you a strong foundation, but your ability to understand customers and build business is more important than a specific number of years.

You are comfortable with both farming and hunting: you can take good care of existing customer relationships, but you also have the drive to contact new customers, create opportunities and move discussions forward. Experience with CRM tools, such as Microsoft Dynamics, and a data-oriented way of working are considered an advantage.

Fluent Finnish and English are required.

You will thrive if you are self-driven, curious and easy to work with. We value a practical, entrepreneurial and cooperative mindset, as well as the ability to handle several opportunities at the same time without losing sight of the customer need.

Working environment and culture

K.Hartwall combines an international customer base with a practical and straightforward way of working. The organisation is close enough for decisions and collaboration to happen quickly, and the role offers good visibility into customers, products and business development.

The role is based in Finland, with the headquarters and production site in Söderkulla, Sipoo. A flexible hybrid model is in use, but spending time with colleagues and customers is an important part of the work. The role involves travel, mainly within Finland and the Baltics.

What we offer

We offer you a permanent role in a growing international company with recognised products, well-known customers and a strong reputation for quality and innovation. You will have the chance to influence business growth in your own region while working with solutions that make customers' logistics smoother and more efficient.

You will be supported by a thorough onboarding programme, sales training, product and factory introductions and experienced colleagues across the organisation. The benefits include occupational healthcare, subsidized lunch at the headquarters canteen, ePassi sports and culture and the possibility to a car benefit. The salary range for the role is approximately €5,200–6,000 per month, with the final salary determined based on the selected candidate's experience. Other incentives according to prevailing company policy.

Interested?

The application period is open until August 2nd, 2026. Please apply as soon as possible – we will continuously review applications and the position will be filled once the right person is found.

Our recruitment partner Porkkana & Keppi is responsible for the recruitment process. If you would like to learn more about the role, please contact our recruitment team during the following times:

Tina, tel. +358504657404, [available 6.-10.7. and after 3.8.]

Kaisa, tel. +358 44 588 6109, [available until July 20th]

About K.Hartwall



K.Hartwall is a family-owned company founded in 1932 in Sipoo, Finland. More than just a supplier of logistics equipment, we are a partner that supports its customers to solve their biggest intralogistic challenges. Modernizing the delivery of goods on all five continents in more than 65 countries with top players in the Retail, Postal& Parcel and Automotive industries has been the main focus for years. At K.Hartwall, we work closely with our customers to better understand their processes. Our innovative solutions include returnable load carriers, electric tugger trains and autonomous mobile robots. Today the company employs over 230 employees and has an annual turnover of ca 100 million euros.

For more information about K.Hartwall as an employer, please go to: <https://k-hartwall.com/career/> or watch the video: [Great products by great people](#)