

Commercial director at MAHI

About MAHI

At MAHI, we're turning years of pioneering ocean crossings into real-world autonomy for vessels of every size. Joining MAHI means helping make maritime operations safer, smarter, and more sustainable.

We build maritime autonomy for surface vessels. Our core technology combines advanced AI, embedded software, and integrated hardware. It's production-ready, field-proven, and built by a top-notch technical team with deep domain expertise. Backed by leading investors, we're now entering a critical commercial phase—and expanding our direct presence in defense markets.

Founded in 2022 and based in Mechelen, Flanders, MAHI grew out of Project Mahi (started in 2015), the team behind Mahi-2, the first autonomous solar vessel to cross the Atlantic in 2021–2022. Today our systems are integrated on new builds and retrofits from 6 to 60 meters.

If you're ready to provide value and truly make a difference, MAHI is the place to be. You will work as part of a tight knit team of 12, incl. our cofounders:

- Pieter Jan Note: CEO who keeps the vision clear and the pace smart.
- Andreas Belderbos: COO who keeps operations smooth from contracts to sea trials.
- Quinten Lauwers: CPO who sweats the details and ships features that matter.
- Bertold Van den Bergh: CTO who makes hardware and software play nice at sea.

Your role

As Commercial Director – Defense, you will lead direct sales efforts into military markets across Europe, North America, and selected allied regions. This is a senior individual contributor role working directly with the founding team and with the opportunity to build up a team following further funding rounds.

What you will do

- Build and execute a go-to-market strategy for defense clients globally
- Develop and maintain relationships with key buyers, users, and procurement stakeholders
- Identify and influence upcoming tenders and funding initiatives across NATO-aligned markets
- Deliver compelling pitches and lead negotiations for complex, high-value deals
- Own the entire sales cycle from prospecting to contract
- Educate customers on emerging capabilities and support them in building business cases internally
- Represent the company at defense and maritime forums, trials, and strategic exercises
- Collaborate closely with product and engineering teams to tailor solutions for market fit

What You Need to Succeed

- A proven track record in defense sales, ideally across multiple geographies
- Experience closing high-value, complex contracts
- Prior service in the Navy, Marines, or a defense-related institution is strongly preferred
- Deep understanding of procurement dynamics within NATO-aligned forces
- Strong technical fluency—you’re comfortable translating advanced systems into strategic value
- Excellent communication, influencing, and negotiation skills across senior ranks and technical teams
- A high degree of autonomy, accountability, and ownership

What We Value

- Mission-driven thinkers with a bias for action
- Entrepreneurial spirit—able to build from scratch, adapt, and scale
- Cultural fluency and the ability to build trust across borders and mindsets
- Strategic patience paired with relentless follow-through
- People who earn influence through credibility, not flash
- A hands-on, no-nonsense approach to relationship-building and deal-closing

What You Can Expect

- A seat at the commercial front line of a fast-moving venture
- A product that’s fully developed, certified, and ready to ship
- A top-notch technical team that’s deeply respected in the industry
- Real ownership of deals, markets, and impact
- A competitive options and performance upside
- A company culture built around trust, curiosity, and grit

Ready to join us?

If you are passionate about defense, and technology that makes waves, we’d love to hear from you.

Apply now through the form on our website and help us bring MAHI’s vision to the world.