



BUSINESS MANAGER

Job Description Summary

Join SANDT's growth journey by taking charge of our operational and commercial activities. You will sit at the heart of our consulting firm, making sure client needs are matched with the right talent, projects launch smoothly, and our commercial pipeline runs with precision. This role is critical in helping us meet client demand without compromising internal focus on people, governance, and strategic priorities.

If you are a trilingual (EN/NL/FR), organized and people-driven individual looking to accelerate their career, then this one's for you!

Purpose

SANDT helps its clients master the strategic impact of technology. Our work supports leading organisations through three interconnected transitions to help them transform strategy into execution: the digital transition, the energy transition, and the organisational transition.

This role puts you at the centre of operations: making sure the right teams are mobilized to meet client needs efficiently and sustainably. You'll start by gaining insight into how we identify opportunities and deliver with impact, before progressively taking ownership of your own portfolio. Along the way, you'll sharpen the commercial, operational, and leadership skills to one day lead a business unit or launch a strategic initiative of your own.

Main activities

Client & Commercial Development

- Proactively identify new opportunities and drive account development with existing and prospective clients
- Follow-up on inbound client needs and clarify requirements
- Prepare proposals, technical files & compete in public tenders
- Facilitate onboarding planning and communication so that consultants integrate seamlessly into their team and hit the ground running.

Recruitment & Talent Sourcing

- Source and pre-qualify consultants and freelance experts
- Conduct candidate interviews and manage follow-up interactions
- Maintain and update internal talent pools with relevant information (availability, skills, rates)

Operational Coordination

- Oversee the smooth running of ongoing projects, ensuring consultants and customers feel supported, obstacles are removed quickly, and delivery stays on track.
- Assist in improving templates, commercial documents, and internal coordination tools



Education

Master's degree in business, engineering, business engineering, or a related field.

Academic or extracurricular experience demonstrating analytical thinking, structured problem-solving, and strong communication skills.

First professional experience in professional services, technology, mobility, or government context is a plus, but not required.

Technical skills

- Fluent in English, Dutch, and French (written and spoken).
- Proficiency with Microsoft 365 tools (Excel, Outlook, PowerPoint, Teams, SharePoint).
- Comfortable using LinkedIn for sourcing and outreach.
- Familiarity with CRM or pipeline tracking tools (Excel-based or software).
- Precise, structured, and able to operate autonomously.
- Proficient in using LLM's

Why Join SANDT?

We are a field-proven consulting firm operating at the intersection of strategy, execution, and technology. As part of a highly cohesive, high-performing team, this role offers exposure to how a consulting firm builds momentum, from structuring collaborations and crafting solutions to ensuring delivery excellence. It's a front-row seat to growth, in both the firm and your own trajectory.

We believe in:

- **Excellence over ego** – You'll join a team that values sharp thinking, high standards, and integrity more than titles or posturing. We care about what works and what's right.
- **Engagement with impact** – You'll take ownership fast and navigate real challenges that matter, supported by direct access to clients and leadership. We don't do back rows.
- **Evolution as a mindset** – You'll grow fast, with steep learning curves, room for experimentation, and a culture that expects everyone to stretch – and helps you do it.

Diversity & Inclusion

At SANDT, we're committed to creating a workplace where everyone belongs and can thrive. We embrace diversity and ensure fair opportunities for all.

We are an equal opportunity employer. All qualified applicants are considered regardless of gender, race, age, sexual orientation, beliefs, disability, or any other protected characteristics.