



## Junior Program Manager

### About GMO GlobalSign

GlobalSign is one of the world's leading providers of trusted identity and security solutions enabling businesses, large enterprises, cloud service providers and Internet of Things (IoT) innovators around the world to secure online communications, manage millions of verified digital identities and automate authentication and encryption. Its high-scale Public Key Infrastructure (PKI) and identity solutions support the billions of services, devices, people and things comprising the IoT. The company has offices in the Americas, Europe and Asia. For more information, visit <https://www.globalsign.com/en/company>.

### Summary of the role

**Purpose:** As a member of the EMEA Sales team, the Junior Program Manager will support the Technology Alliance Manager and broader Sales Program team in executing and growing the 'Anything as a Service' Provider (XaaS) programme. This junior-level role, will help identify, onboard and activate new revenue-generating XaaS partners and resellers, and support the retention and revenue growth of existing partnerships by coordinating activities, maintaining programme data and contributing to partner enablement.

**Department:** Sales

**Reporting into:** Technology Alliance Manager

**Location:** Maidstone, UK

**Nature of employment:** Permanent

**Contractual hours:** 37.5 hours per week

**Reports:** This role does not have people management responsibilities.

**Travel:** Occasional (up to about 25% primarily within the EMEA region).

**Flexible working:** We offer a hybrid working model. Flexible working requests will be considered in line with the Company's Flexible Working Policy and business requirements.

**Equal opportunities, diversity, and inclusion:** We are an equal opportunities employer committed to diversity and inclusion, will make reasonable adjustments in line with statutory requirements, and have a zero-tolerance approach towards bullying and harassment.

**Right to work:** Any offer of employment will be subject to satisfactory evidence of the right to work in the UK.

**Background checks:** Due to the trusted nature of our business, you will be required to undertake identity, right-to-work and role-appropriate background checks (which includes criminal record checks and qualifications verification), together with periodic reviews of trustworthiness when required. You will also be required to immediately inform your line manager of any changes in your circumstances relevant to these checks.

### Main job responsibilities and accountabilities

#### Strategic and Program Ownership Responsibilities:

- Supports the day-to-day management of the EMEA XaaS Service Provider (XaaS) programme, contributing to partner acquisition, activation and revenue growth against agreed targets.
- Assists with the development and execution of the XaaS Sales Program Execution Plan under guidance, supporting go-to-market initiatives, priority segment focus, target partner profiles, and alignment of sales and marketing resources. Continuously



identifies, qualifies, and prioritises new XaaS Service Provider and XaaS Reseller prospects, building and maintaining structured and up-to-date target lists.

- Monitors the XaaS, SaaS, cloud, cybersecurity and digital identity landscape to help identify market opportunities, competitive dynamics and regulatory developments impacting XaaS adoption.
- Supports positioning of GlobalSign's XaaS offerings and PKI services by preparing partner-ready materials aligned to target providers' business models, platform strategies and commercial objectives.
- Supports maintenance of a coverage plan for XaaS partners and/or resellers across priority EMEA territories in collaboration with regional sales leadership.

#### **Partner Acquisition, Enablement & Revenue Growth:**

- Contributes to new partner acquisition activities and supports EMEA sales teams to source, onboard and activate XaaS partners.
- Coordinates onboarding follow-up to help ensure XaaS partners and resellers progress to commercial activation (e.g., licence purchase or resale) within the defined activation period.
- Grows revenues from existing XaaS Service Provider partners, identifying expansion opportunities, upsell potential, and cross-sell alignment with GlobalSign services.
- Coordinates and helps deliver enablement and training sessions for EMEA sales teams to improve XaaS programme awareness, positioning and execution.
- Works closely with the EMEA Channel Marketing Manager to design and execute targeted campaigns, ABM initiatives, and partner-led promotions supporting XaaS growth.

#### **Governance, Reporting & Collaboration**

- Ensures programme activities, partner engagements and outcomes are accurately recorded and maintained in CRM and Confluence.
- Defines and tracks program KPIs, including partner acquisition, activation rates, partner-driven revenue, and regional coverage, to assess performance and guide corrective actions.
- Collaborates cross-functionally with Sales, Marketing, Product, Operations, and Alliances to ensure consistent execution and scalability of the XaaS program.
- Provides regular structured updates to the Alliance Manager, highlighting progress, risks, opportunities and any decisions or support required.

#### **Other responsibilities**

- Comply with company policies and procedures (including but not limited to data protection, information security and acceptable use), and for undertaking mandatory in-house company training and surveys as required.
- Undertake other reasonable duties consistent with the scope and seniority of the role as required.

#### **Person specification**

##### Essential

- Clear and concise verbal and written communication skills in English, sufficient to perform the duties of the role effectively.
- Demonstrable experience (including through internships, placements or early-career roles) supporting partner engagement, onboarding and/or programme coordination in a B2B environment.



- Able to organise workload, prioritise tasks, and maintain accuracy when working on multiple activities.
- Works effectively, both independently and as part of a wider team, once trained, collaborating with regional and functional stakeholders as required. Additional European language skills are an advantage.
- Willingness and ability to travel across EMEA as required for partner meetings and industry events.

#### Desirable

- Relevant and demonstratable experience in Sales Program Management within SaaS, XaaS, or cloud-based partner ecosystems, including direct contribution to revenue generation.
- Experience working with Service Providers, ISVs, MSPs, or cloud platform vendors in an indirect or hybrid sales model.
- Familiarity with partner enablement frameworks, onboarding processes, and recurring revenue models.
- Bachelor's degree or equivalent in business, technology, or a related discipline.
- Strong understanding of PKI-based services, digital identity, and security solutions, with the ability to translate technical capabilities into partner-relevant value propositions.
- Experience coordinating co-selling and co-marketing initiatives with internal and external stakeholders.
- Strong analytical and reporting skills, with the ability to translate data into actionable program improvements.
- Strong analytical, business process development and problem-solving skills

#### **One GlobalSign Way**

Our employees are expected to fully embrace our 'One GlobalSign Way' and demonstrate the following behaviours daily in their job roles.

- *Ownership* - Be responsible and accountable for own job responsibilities, performance, conduct, learning, training, development, career progression and effective communication.
- *Creativity* - Challenge how things are done, suggest more effective and efficient ways of working, actively seek to improve customer service and product offering to both external and internal customers.
- *Integrity* - Behave ethically and morally by complying with Company rules, policies, processes, procedures, and governmental/governing body laws and regulations.
- *Collaboration* – Understand and demonstrate effective team working skills by working successfully within and across teams.
- *Diversity (and inclusion)* - Contribute to a dignified work environment by respecting and including others irrespective of age, culture, ethnicity, race, nationality, religion, belief, gender, gender reassignment, sexual orientation, disability, marriage/civil partnership and pregnancy/maternity.
- *Waku Waku* - Seek to be passionate and positive about GMO GlobalSign by aligning with the mission, vision, behaviours, and objectives.

#### **What we offer**

We offer a competitive salary and benefits package, including a company bonus scheme linked to profitability, workplace pension, group income protection insurance, group private health insurance, group life assurance, enhanced annual leave, enhanced maternity and paternity pay, employee discount schemes, an employee assistance programme (EAP), and much more.

**Application process and deadline**

If you feel you meet the criteria listed above, are interested in the nature of our business, and can demonstrate our One GlobalSign Way behaviours in your day-to-day work, please apply for the role by sending a cover letter and your current CV by email to [hr-uk@globalsign.com](mailto:hr-uk@globalsign.com) before 5:00pm (UK time) on 08 April 2026. If you require any reasonable adjustments during the recruitment process, please let us know.

**Privacy Policy**

GlobalSign will process your personal data for recruitment purposes in accordance with GlobalSign's [Privacy Policy](#).