



Thierry REGNIER

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CRO | Head of Revenue | B2B SaaS Leader

Driving sustainable growth at scale | Impact-first mindset | EMEA & APAC

PROFILE

I'm a business-driven executive with 20+ years of international B2B SaaS experience and a deep commitment to creating positive impact. I specialize in building and scaling high-performing commercial organizations that deliver both growth and purpose.

From early-stage to mature scale-ups, I design and execute go-to-market strategies that align revenue performance with long-term, meaningful outcomes.

STRENGTHS

- ✓ **LEADERSHIP** – I lead people, teams and business to achieve strategic goals and deliver measurable results by mobilizing resources and removing barriers.
- ✓ **STRATEGIC AGILITY** – I understand the big picture and build a shared vision with others that translates into concrete actions and creates value for the company.
- ✓ **RELATIONSHIP MANAGEMENT** – I naturally connect with people and build networks that create constructive relationships and maximize business opportunities.

CORE COMPETENCIES

Sales Leadership	Solutions Selling	Social Network
Channel & Alliances	SaaS / Enterprise Software	D&I / Sustainability

PROFESSIONAL EXPERIENCE

[Zei](#) (GreenTech SaaS) – Paris – France

July 2024 – till now (12m.)

Head of Revenue

As Head of Revenue and Executive Committee member, I lead Zei's growth strategy to establish it as Europe's leading impact platform. I built and scaled the GTM model for mid- and large-sized enterprises, launched international, outbound and partner channels, and grew a 10+ person team — resulting in 64% ARR growth in 12 months.

Hublo (HRTech SaaS) – Paris – France
Chief Revenue Officer, EMEA

Sep 2023 – Jan 2024 (5m.)

Led a 70-person revenue org (Sales, CS, RevOps). Revamped segmentation and sales org.
Improved acquisition and retention that led to 33% YoY revenue growth within 5 months.

PlayPlay (MarCom SaaS) – Paris – France
VP Sales & Customer Success, EMEA

Oct 2021 – Sep 2022 (1y.)

Led Sales & CS business and teams in Europe (~100 Talents) across the full sales cycle
(demand gen, closing, account management and renewal) | Formed the team (50+ hired)
and doubled ARR in the first 12 months

LinkedIn (Social network) – Dublin – Ireland
Head of Sales, France

Aug 2018 – Aug 2021 (3y. 1m.)

I led LinkedIn Talent Solutions for France Mid-Market & SMB and grew revenue 56% in 2 years
I built and developed a team of 60 Talents (Managers, AEs & Relationship Managers)

Diligent Software (GRC, SaaS) – Singapore
Vice-President – Asia & Japan

Sep 2016 – June 2018 (1y. 4 m.)

I led the strategic direction and growth of Diligent Software in Asia & Japan. Revenue doubled
in 16 months under my tenure. I led a team of 12 Talents (Sales, CS & marketing)

Absolute Software (Endpoint Security, SaaS) – Singapore
Vice-President – Asia Pacific & Japan

May 2015 – Aug 2016 (1y. 4 m.)

I initiated the business in Asia Pacific & Japan and grew revenue 150% in 16 months
I built a Team of very talented leaders including 3 country GM's (ANZ, Japan, SEA)

Dell Software – Singapore

Nov. 2012 – Feb. 2014 (1 y. 3 m.)

Managing Director Dell Security Software – Asia Pacific & Japan

I led the APJ Security Software business unit of Dell Software Group (SonicWALL: Next
generation firewall, UTM, VPN, email Security, encryption, IAM...)
Sales Revenue grew to USD40M/a. (up 60% in 16 months) - Team: ~100 (Sales and Pre-sales)

Dell – Singapore

Director Global Alliances Sales – APAC

Aug. 2011 – Jan. 2013 (1 y. 5 m.)

Regional Sales Director Global Accounts – APAC

May 2007 – Aug. 2011 (4 y. 3 m.)

Dell – Paris

Sales Director Global Accounts - France

Sep. 2002 – Apr. 2007 (4 y. 7 m)

Led Global Accounts BU (Fortune 500) for France. Member of the Exec. Committee
Sales Revenue: ~USD250M/a. – Team of 30+ reports (AE's and Internal Sales Rep.: ISR)

Hewlett-Packard – Paris, France
Client Business Manager

Jan. 2001 – Sept. 2002 (1 y. 8 m)

I led the team in charge of HP's largest strategic account in France: France Telecom
Sales Revenue: USD100M (2001) – Team of 11 sales rep. (AE's & sales specialists).

Other experiences

[XEROX](#) – Sales Director – Paris, France

Jan. 1996 – Jan 2001 (5y.)

[CARREFOUR](#) – Controller (FP&A) – Istanbul, Turkey

Mar. 1994 – Sep. 1995 (1 y. 6m.)

QUALIFICATIONS

[SCIENCES-PO](#) – Institut d'Etudes Politiques de Paris

Graduated 1993

Business and Economics degree

[UNIVERSITE PARIS I](#) – Pantheon-Sorbonne

Graduated 1990

Master's in law

[KINGSTOWN COLLEGE](#) – Dublin, Ireland

Graduated 2020

Advanced Diploma in Personal, Leadership and Executive Coaching (ICF, EMCC accredited)

[UNIVERSITY OF CAMBRIDGE](#)

Graduated 2022

Cambridge Institute for Sustainability Leadership - Business Sustainability Management

LANGUAGES

English: Fluent

French: Mother tongue

Spanish: Will need short reactivation for business use / Turkish: Basic