11.11.2026

Job Posting: Revenue & Distribution Manager (m/w/d)

As our Revenue & Distribution Manager, you will take responsibility for managing and optimizing our revenue and distribution activities. Working closely with hotel management, you will implement agreed commercial strategies, identify revenue opportunities, and continuously improve our pricing and distribution channels.
We are looking for an experienced professional with strong analytical skills, a commercial mindset, and a genuine understanding of independent hospitality. Someone who takes ownership and drives initiatives forward independently.

Your Responsibilities

Revenue Strategy & Commercial Performance

- Develop and lead a comprehensive revenue, pricing and yield strategy that balances commercial objectives, market positioning and the distinctive character of our property.
- Take a proactive, data-driven approach to pricing, inventory and demand management, with a clear focus on sustainable revenue growth, ADR, RevPAR and profitability.
- Analyze market dynamics, demand patterns, booking behavior and competitor activity, translating insights into clear commercial decisions.
- Identify new revenue opportunities, evaluate market segments and continuously refine our business mix.
- Take ownership of forecasting, revenue reporting and the commercial input into annual budgeting.
- Lead regular revenue meetings and act as a trusted strategic partner to senior management on commercial performance and business development.

Distribution & Digital Performance

- Own and continuously develop our distribution strategy across direct booking channels, OTAs, GDS and other relevant partners.
- Drive initiatives to strengthen direct bookings, optimize distribution costs and improve long-term channel profitability.
- Ensure consistent and effective management of rates, availability and booking conditions across all systems and channels.
- Leverage our Property Management System, Mews, alongside other revenue and distribution tools to support informed decision-making and efficient processes.
- Collaborate with Brand & Marketing and external partners to improve digital commercial performance, particularly booking conversion, SEO and SEA.
- Ensure that our presence across booking platforms is commercially effective while remaining consistent with Château Royal's positioning and identity.

Leadership & Commercial Collaboration

- Provide functional leadership and ongoing development of our Reservations team, fostering an approach that combines commercial awareness with thoughtful, personal service.
- Oversee the commercial evaluation of group requests, corporate rates and special booking opportunities, working closely with Sales to develop appropriate strategies.
- Collaborate closely with senior management, Sales, Front Office, Brand & Marketing and Operations to align commercial objectives with the overall guest experience.
- Challenge existing processes, identify opportunities for improvement and initiate projects that strengthen operational efficiency and commercial performance.
- Build transparency around key performance indicators and encourage a shared understanding of revenue management across departments.

Your Profile

- Substantial experience in hotel revenue management, with a proven track record of responsibility for commercial performance, ideally within independent, boutique or luxury hospitality.
- Strong expertise in pricing, forecasting, distribution and the wider commercial dynamics of a sophisticated hotel operation.
- Strategic and analytical thinking, combined with the ability to turn insights into clear decisions and measurable results.
- Confidence working with modern revenue management, PMS, CRS and distribution systems; experience with Mews is an advantage.
- An entrepreneurial mindset, a high degree of autonomy and the confidence to take ownership and drive initiatives forward.
- Experience leading or developing teams, together with a collaborative and constructive approach to working across departments.
- An appreciation for the nuances of an independent property, where commercial success, brand identity and guest experience are equally important.
- Excellent written and spoken German and English.

Don't Meet Every Requirement?

No problem! We value not only your previous experience but, above all, your personality, passion for hospitality, and ability to inspire others. If you enjoy taking responsibility, developing a team, and creating exceptional guest experiences, we would love to hear from you.

What We Offer You

- A warm and welcoming international team with a strong sense of community.
- A creative and inspiring workplace in one of Berlin's most unique hotels.
- The opportunity to contribute your own ideas, take ownership, and actively shape the development of our restaurant.
- Fair compensation and a respectful, supportive working environment.
- The choice between a Deutschlandticket and an Urban Sports Club membership.
- Attractive employee benefits and discounts at our restaurant, bar, and hotel.
- Special rates at selected partner hotels.
- A central location in Berlin-Mitte with excellent public transport connections.

Become Part of Our Team

Does this sound like the right place for you?
We look forward to getting to know you!
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