

Job Description – Head of Sales, EOR/ Staffing

About Ventura Workforce Solutions:

VWS is building India's most defensible Employer of Record Solution — backed by Great Kapital (RK Group, USD 2B+ revenues, ICRA A-). We are the legal employer on all contracts, run payroll across all states, and fund payroll if the client needs 30, 60, or 90 days to pay. No other EOR or staffing provider in India offers that last part.

Our clients are domestic companies converting contractors to employees under the New Labour Codes, foreign HQ companies building India GCCs without an entity and GCCs that need payroll live on Day 1 while incorporation runs in parallel.

What You Will Do:

- Build and work a named account list across domestic BFSI, IT services, logistics, GCCs, and foreign HQ companies with India teams.
- Run personalised outreach to CHROs, CFOs, and Legal Counsel — every contact is tailored to the account, not templated.
- Own the full sales cycle from first conversation to signed MSA, including commercial structuring and deal terms in close collaboration with the Founder & CEO.
- Use India's New Labour Code changes as your primary conversation opener — contractor reclassification, the 50% wage rule, and gratuity-after-one-year are live compliance triggers for every prospect right now.
- Build referral relationships with CA firms, labour lawyers, and company secretaries — they are advising the same clients on NLC compliance today.
- Maintain a clean, accurate CRM pipeline — named account, current status, next action, expected close. Pipeline hygiene is non-negotiable.
- Feed market and competitive insights back to leadership — you are closest to the client conversation and your input shapes the product and compliance roadmap.

What You Bring:

- 8 to 12 years of B2B sales, with at least 5 years selling EOR, managed payroll, or workforce compliance solutions in India.
- Direct experience selling to HR and Finance leadership — CHRO, VP HR, People Ops Head, CFO. You own the room without a senior colleague present.
- Existing relationships with CHROs or HR heads at mid-market domestic companies or GCCs in Bangalore, Mumbai, or Hyderabad.
- Familiarity with the EOR competitive landscape — Randstad, Quess EOR, TeamLease, etc.
- Working knowledge of India's compliance landscape — PF, ESIC, TDS, PT, New Labour Codes, contractor vs. employee classification. You do not need a law degree but you must speak this language without hesitation.
- Ability to explain VWS's payroll financing product in plain language to a CFO

Location: Bangalore, with travel as required.

Compensation: Competitive and commensurate with experience. For the right candidate, compensation is not a constraint.