

Job Description – Sales Development Representative (SDR), 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 own your named account list — researched, prioritised, tiered into must-win and focus accounts.
- Run personalised outreach via calls, emails, LinkedIn.
- Run discovery calls with prospects (capturing headcount, sites and states, current vendor arrangement, etc).
- Own revenue targets and the sales process metrics.
- Maintain and constantly update the CRM (named accounts, current status, next action, expected close).
- Conduct market research and share competitive insights back to leadership.

What You Bring:

- 3-5 years in B2B outbound (SDR, inside sales, or business development).
- Good written and oral communication skills.
- Knowledge of India payroll compliance landscape (PF/ESI, the New Labour Codes, etc).
- Candidates with prior outbound for HR services, staffing, payroll, or B2B services sold to HR/Finance stakeholders will be preferred.
- Prior experience of working with a CRM would be an additional advantage.

Location: Bangalore, with travel as required.

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