

Head - Sales - Digital & Enterprise Solutions

Description: Head of Sales – OneSource (Cloud, eCommerce, ERP, and BPO-led solutions)

Job Description:

Designation: Sales Head Location: Mumbai Duration: Permanent

Experience: 18+ years

Compensation: Compensation will not be a constraint for the right candidate.

Role Overview:

The Sales Head – OneSource will lead the sales function for the company's integrated enterprise platform, which spans cloud, eCommerce, ERP, and BPO-led solutions.

This role is responsible for driving revenue growth in North American markets, building a high-performance sales engine, and strengthening presence across enterprise and mid-market segments. This leadership position will also oversee the development of the sales organization – shaping structure, building product-aligned teams, and ensuring delivery of company-wide sales targets.

Roles and Responsibilities:

Sales Organization Development:

- Build and structure the sales organization to align with business objectives.
- Recruit, train, and develop a high-performing sales team, including Business Development Managers (BDMs) for each product/service.
- Define and implement target-setting and incentive plans to drive motivation and productivity. Sales Process and Execution:
- Develop and standardize the sales pitch process starting from Product-Market Fit (PMF) identification.

- Partner with marketing on lead-generation strategies tailored for North America.
 - Oversee product demonstrations and ensure the team is equipped to convey value propositions effectively.
 - Actively participate in the sales process, particularly in deal closures.
- Sales Strategy and Performance Management:**
- Own and deliver annual, quarterly, and monthly revenue targets.
 - Continuously refine sales pipeline strategy, conversion levers, and go-to-market execution.
 - Conduct performance reviews, optimize workflows, and implement corrective actions as required.
- Global Travel and Business Exposure:**
- Represent the organization in global markets as needed; frequent travel is expected.
 - Ensure readiness for international travel with passport and visas in place.

Qualifications and Skills:

- 18+ years of B2B enterprise sales experience with at least 12+ years in senior leadership roles.
- Strong track record in selling enterprise cloud, eCommerce, ERP, or BPO solutions-preferably in North America.
- Experience in establishing relationships with CIOs, CTOs, CDOs, Heads of Digital, and enterprise transformation leaders.
- Demonstrated success in closing large, complex deals and multi-year enterprise contracts.
- Exposure to GTM strategy, demand-generation collaboration, and sales ops planning.
- Strong communication, negotiation, and executive presence.
- Must be willing to relocate to Mumbai (onsite role).
- Experience working with US markets is mandatory.
- MBA or equivalent advanced degree preferred.

Regional & Industry Expertise:

- Network within digital transformation, eCommerce, or BPO-driven industries is a plus
- Deep understanding of North American enterprise and mid-market ecosystems.

- Ability to navigate multi-stakeholder decision cycles typical of US enterprises.

Skills & Competencies:

- Strategic mindset with a strong focus on execution and measurable outcomes.
- Excellent communication, presentation, and negotiation skills.
- Strong analytical and commercial acumen.
- Self-driven, resilient, and adaptable to cross-cultural and cross-border environments.
- Proficiency in CRM platforms (Salesforce preferred) and enterprise sales tools.
- MBA or equivalent advanced degree preferred.

Travel Requirements:

Willingness to travel extensively (up to 40-50%) across global regions.

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Screening Questions

- (1) Name some companies with whom you have enterprise sales experience in the North American market? What was the revenue base of such projects?
- (2) Have you built and led a sales team for multi-product enterprise solutions?
- (3) Have you closed large, complex multi-year enterprise deals?
- (4) Which Enterprise Sales tools have you worked on?