comp

Company description: Comp is an AI scaleup combining innovative AI use cases with domain expertise to support customers across strategic HR work, starting in compensation.— combining real-time compensation benchmarks, compensation experts to support strategy and implementation, and AI.

Comp is a Series A scale-up that has raised more than R$14M in funding led by Kaszek (founders of Mercado Libre, seed investors in Nubank) and Canary (founders of Loft), as well as executives from global companies and startups such as Nubank, Creditas, and General Atlantic,

We were recognized as an Endeavor Scale-up in 2024 and named Best HR Supplier by Gestão RH, in the categories Information Technology and Company of the Year – Rising Star.

Role description: We are looking for a **GTM Engineer** to design and build the systems, automations, and data infrastructure that power Comp's Go-to-Market engine.

This role sits at the intersection of technical and strategic, acting as the connective tissue between Sales and Growth. You will translate GTM strategy into scalable workflows, integrations, and automations — eliminating manual work, improving data quality, and accelerating revenue growth.

We expect someone with a growth mindset: constantly testing, iterating, and scaling solutions that drive efficiency, reduce CAC, and have a measurable impact on revenue.

General
- Build and optimize automations across the GTM funnel (prospecting, qualification, sales).
- Ensure data integrity and quality across our GTM stack (Python, Clay, Make, n8n, Zapier, Metabase, HubSpot, Notion, and more).
- Create integrations between tools using no-code/low-code platforms and leverage LLMs for intelligent automation.
- Map manual processes across Sales, proposing scalable solutions.
- Support the Growth team with ABM campaigns and personalized demand generation.
- Stay on top of emerging GTM tools and trends, continuously bringing innovation into the stack.

Desired Profile
- Experience in Revenue Operations, Growth, Data, or similar roles.
- Strong hands-on experience with no-code/low-code tools: Clay, Make, n8n, Zapier.
- Familiarity with CRMs (HubSpot) and productivity tools (Notion).
- Ability to work with analytics tools such as Metabase; knowledge of SQL or Python is a plus.

- Analytical mindset to transform data into actionable insights.
- Hands-on, proactive, and obsessed with efficiency and scalability.
- Product-oriented mindset: looking for repeatable systems, not just short-term hacks.
- *We work in Portuguese, but English is a plus (nice-to-have but not necessary!)*

Compensation
- P75 of market compensation (based on seniority of the candidate) + opportunity to earn significant equity in Comp over time
- We work in SP (Berrini) with a flexible hybrid schedule (1-2x in-office per week). Comp offers unlimited paid-time off and offsites every semester (previous offsite locations include Florianópolis, São Sebastião, and Campos do Jordão)