

Role Overview

Sales Executives at VamosWatu connect scaling startups and scaleups with dependable engineers from Africa and Latin America. This is a 100% commission role designed for experienced sellers who thrive on autonomy, performance, and results.

Compensation Structure: 100% Commission + Performance Bonuses

- **Base Commission:** 10% of gross revenue on the first 6 months of every new customer contract (paid monthly on collected revenue)
 - **Annual Revenue Target:** \$5.09M (≈14 new customers per year)
 - **Average Deal Value:** \$363,600 total contract value (≈3 engineers at \$4,800/month for 24 months)
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Performance Bonuses

1. Quarterly Accelerator Bonus

Sales Executives earn a **+2% accelerator** on all revenue collected **above the quarterly target** of **\$1,272,500**.

- Commission on revenue up to target: **10%**
- Commission on revenue beyond target: **12%**
- Based on **cash collected**, not booked revenue.
- Targets reset at the start of each quarter.

Example: If an SE collects \$1.5M in a quarter, they earn \$127,250 (10% of \$1,272,500) + \$27,500 (12% of \$227,500) = **\$154,750 total commission**.

2. New Logo SPIFF Bonus

Sales Executives earn a **\$1,000 bonus** for every *new logo* whose total contracted revenue equals or exceeds **\$500,000** (≈4+ engineers).

- Bonus paid once the **first invoice is collected**.
 - Applies only to *new customers* (no renewals or expansions).
 - Contracted revenue is calculated over the initial agreement term.
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3. Speed-to-Revenue Bonus

Sales Executives earn a **\$500 bonus** for every new customer closed within **45 days or less** from the date of the first discovery meeting to a fully executed service agreement.

- Applies to new customers only.
 - First meeting and signed contract dates must be recorded in the CRM.
 - Bonus is paid once the first invoice has been collected.
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4. President's Club / Annual Elite Bonus

Sales Executives earn a **\$10,000 annual bonus** when they achieve **120% or more of their annual revenue target** (\$6.11M+ in new contracted revenue).

- Placements must maintain **90%+ retention** for at least six months after onboarding.
 - CRM data and process compliance are required.
 - Bonus paid annually in **January** for the prior year.
 - Top performers may be invited to a **President's Club experience or retreat** (up to \$12,000 total value).
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Earning Potential (Annualized)

Performance Level	Description	Estimated Total Earnings
On Target (100%)	14 customers / \$5.09M	\$120K–\$140K

Strong (125%)	17–18 customers / \$6.11M	\$150K–\$170K
Elite (150%)	20+ customers / \$7.6M+	\$175K–\$200K

Summary

This plan is designed to reward speed, precision, and reliability. VamosWatu Sales Executives operate with full autonomy and uncapped upside potential. The structure ensures high performers can earn well into six figures while driving capital-efficient growth for our customers and company.

OTE Range: \$120,000–\$150,000+ (Uncapped)

Commissions Paid: Monthly on collected revenue

Bonuses: Paid upon qualifying events