



Sales Salary Structure

This document outlines probation and full-time fixed salary structures for sales roles in a lean Nigerian startup.

Probation / Internship Salary Bands

Role Type	Monthly Salary Range (NGN)	Description
Intern / Graduate Trainee	₦60,000 – ₦100,000	Assists with lead generation, outreach, and administrative sales tasks.
NYSC Sales Trainee	₦50,000 – ₦80,000	Supports sales operations while undergoing national service.

Full-Time Salary Structure (Post-Probation)

Role	Monthly Salary Range (NGN)	Role Description
Sales Associate / SDR	₦150,000 – ₦200,000	Lead generation, cold outreach, and customer qualification.
Sales Executive (Junior)	₦180,000 – ₦240,000	Direct selling, follow-ups, and basic account management.
Sales Executive (Mid-Level)	₦240,000 – ₦300,000	Closes deals and manages client relationships.
Senior Sales Executive	₦300,000 – ₦400,000	Manages key accounts and mentors junior staff.
Sales Team Lead / Manager	₦280,000 – ₦400,000	Oversees sales operations and performance tracking.

Notes & Assumptions

- The probation period typically ranges from 3–6 months.
- NYSC members receive stipends, not full salaries.
- Interns and fresh graduates may be absorbed into full-time roles after probation.
- All salaries are fixed monthly amounts with no bonuses or commissions.
- Structure is designed for startups.