Job Title: Salesforce Developer / Consultant.

Location: Bangalore

Key Responsibilities:

Build and set up SPIFF incentive programs in Salesforce Sales Cloud.

Talk to sales and finance teams, understand what they want, and convert it into payout rules that actually work.

Configure calculations, checks, dashboards, and reports to track incentives and payouts.

Make sure data moves smoothly between Salesforce and compensation or commission tools, and verify the numbers match.

Test SPIFF payouts, fix bugs, and make sure results align with expectations.

Support demos or PoCs in pre-sales when needed by showing how SPIFF can work for clients.

Train users, solve their questions, and fix payout or setup issues during and after launch.

Look at current SPIFF processes and suggest smarter, simpler ways to run them.

Keep documentation clear so anyone can follow the setup without confusion.

Experience we need

1 to 2 years working with Salesforce setup or sales compensation tools.

You've configured Salesforce Sales Cloud before (objects, automation, flows, reports).

You understand how sales incentives work SPIFF, payout rules, conditions, multipliers, etc.

Bonus if you've touched Apex or Lightning to tweak logic or UI, but it's not mandatory.

Must-haves

A bachelor's degree (IT, Business Systems, or Finance related helps).

Any Salesforce certification is great, but don't sweat it if you're still planning it.

You're good with logic, solving problems, and explaining things simply.

You can work on your own and also collaborate well with a team.

Good to have

Experience with demos, PoCs, or working in sprints.

Knowledge of order or finance processes (like Order-to-Cash or commissions strategy).