



PR/097570 | Business Development Director

Job Information

Recruiter

JAC Recruitment Singapore

Job ID

1609806

Industry

Business Consulting

Job Type

Permanent Full-time

Location

Singapore

Salary

Negotiable, based on experience

Refreshed

September 29th, 2026 11:00

General Requirements

Minimum Experience Level

Over 10 years

Career Level

Mid Career

Minimum English Level

Fluent

Minimum Japanese Level

None

Minimum Education Level

Associate Degree/Diploma

Visa Status

No permission to work in Japan required

Job Description

Our client, A Singapore based provider of HR, payroll, and workforce management solutions, is currently hiring for a Business Development Director. This role will be responsible for driving and achieving the regional new business targets for the company's EOR, multi-country payroll (GPO), and HRMS solutions, with full ownership of pipeline generation, forecasting, and revenue delivery across strategic and enterprise accounts throughout APAC.

Key Responsibilities:

- Lead and close strategic, high-value sales opportunities across APAC, managing the full sales cycle from prospecting and solution design to commercial negotiation and contract execution.
- Develop and execute regional go-to-market strategies, including target account planning, demand generation, and partner-led growth initiatives.

- Serve as a trusted advisor to CHROs, CFOs, and C-suite stakeholders, positioning EOR, global payroll, and HCM solutions to address workforce expansion and compliance needs.
- Build and manage strategic partnerships and alliances while mentoring sales teams to drive pipeline growth, forecast accuracy, and sales excellence.
- Collaborate with cross-functional teams to ensure successful client onboarding, account growth, and accurate CRM reporting, while representing the organization at industry events across APAC.

Key Requirements:

- 10+ years of B2B sales experience, including 3+ years in a senior leadership role with responsibility for regional or multi-country revenue targets.
- Strong industry expertise in EOR, global payroll, PEO, HRIS, or HCM SaaS, with a proven track record of exceeding quotas and securing large enterprise accounts.
- Demonstrated success managing complex, multi-country sales cycles and negotiating with C-suite stakeholders across HR, Finance, Legal, Procurement, and IT functions.
- In-depth knowledge of APAC payroll, employment, and compliance regulations, with the ability to advise clients on cross-border workforce challenges.
- Established business network in the HR/payroll ecosystem, strong leadership capabilities, and proficiency in CRM platforms and modern sales methodologies.

Interested applicant, please click [APPLY NOW](#)

Do note that we will only be in touch if your application is shortlisted.

Jennifer Maria Hardicar
JAC Recruitment Pte Ltd
EA License Number: 90C3026
EA Personnel: R1987984

#LI-JACSG
#countrysingapore

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Company Description