

BESPOKE · LEADERSHIP · HIRING

Build SaaS revenue teams that deliver.

From your first SDR to scaling enterprise sales teams — we identify, assess, and hire revenue talent that drives ARR from day one.

Talk to us →

Free 30-min consultation



20+ yrs

SaaS sales & GTM leadership experience

Full funnel

SDRs · AEs · Managers · CROs

Operator-led

Carried quota · built pipelines · closed deals

Why Avant-Garde now

Indian start-ups have seen a decade of growth, correction and reinvention. Investors now look for revenue quality, efficiency and predictability — and AI is resetting business models. The next generation of SaaS companies will be built by leaders who can navigate ambiguity, align product & GTM, and scale with discipline. We help founders hire exactly those leaders.

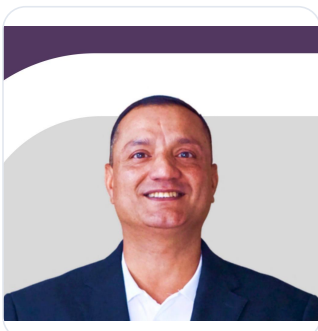


Our approach to SaaS sales hiring

Deep understanding of GTM motion, deal cycles and buyer personas — not generic recruitment.

- 01 GTM Understanding First**
ICP, ACV, sales cycle, inbound vs outbound mix.
- 02 Role Definition Beyond JD**
Quota expectations, ramp timelines, pipeline ownership.
- 03 Talent Mapping**
Candidates from relevant SaaS segments (PLG / Enterprise / Mid-market).
- 04 Rigorous Screening**
Deal experience validation, quota & ARR metrics, sales process.
- 05 Cultural & Founder Fit**
Early-stage vs scale-up adaptability matched to your team.

Experience-Led Hiring — About Sameer Pant



Sameer Pant · SaaS Sales Leader · GTM Builder

Sameer brings nearly two decades of experience building, leading and mentoring revenue teams at Oracle, Replicon, SignEasy and Animaker. He has carried quota, built pipelines, closed deals and managed teams — hiring across the funnel from SDRs to revenue leaders.

- Carried quota, built pipelines, closed deals.
- Hired across the funnel — SDRs, AEs and revenue leaders.
- Pattern recognition based on real performers, not polished resumes.
- Focus on "can this person actually sell?" — not resume polish.



Great SaaS sales hires are not found — they are identified through pattern recognition of real performers.

— SAMEER PANT

What makes us different

Avant-Garde is led by Sameer Pant — 20+ years across Telecom, IT Services, Consulting, SaaS and Entrepreneurship. It is built by someone who has done the job, not just hired for it.

Leadership & Operating Experience

16+ years in mid & senior leadership. Built and led teams selling to SMB, mid-market and enterprise — across SaaS and on-premise models.

Builder of Teams & Business Units

Set up 2 business units from scratch. Built the first-ever Inside Sales team for Oracle Consulting Services.

Cross-Functional SaaS Expertise

Worked across the full SaaS lifecycle — Product Marketing, Product Dev, Implementation, Customer Success, Finance & Contracts.

Entrepreneur & Advisor

Founder & CEO of own startup. 6+ years advisor at Antwalk. Mentor to early-stage tech founders across B2B and B2C.

Who this works best for

- Founders hiring their first sales team.
- SaaS companies struggling with low conversion or missed quotas.
- Startups scaling from founder-led sales to a structured GTM.

Set up a free 30-minute consultation

Let's discuss your hiring needs and how we can help build your revenue team.

We'll confirm your 45-minute meeting slot within 24 hours.

[Talk to us →](#)