About Alchedata

Alchedata is building the **Data 2.0 Platform** for the next generation of Enterprise AI. As the industry shifts from simple pre-training to complex post-training workflows, the bottleneck has moved from compute to data quality and alignment. Traditional "Data 1.0" solutions rely on linear, manual labor that cannot scale with the complexity of modern models. We disrupt this with an **Agentic AI Platform** that automates over 80% of post-training data services — including Reinforcement Learning from Human Feedback (RLHF), Reinforcement Learning from AI Feedback (RLAIF), and continuous evaluator stacks. Headquartered in the Bay Area, we operate at the intersection of AI infrastructure and enterprise data — and we're just getting started.

About the Role

We are hiring a founding **Business Development & Sales Partner** who will work directly with the CEO and CTO to drive our US market expansion. This is not a quota-carrying individual contributor role in a large sales org — this is a seat at the table. You will be one of the first commercial hires, helping define how Alchedata goes to market, acquires enterprise customers, and builds strategic partnerships.

This is a **dual-function role**: you will close deals as a direct seller *and* open doors through channel partnerships and ecosystem development. You will own the full deal lifecycle, from identifying high-value prospects to signing Statements of Work, while simultaneously building the partner infrastructure that multiplies our reach.

You are the right fit if you thrive in ambiguity, love translating technical complexity into business value, and want to be part of building something from the ground up. This role offers disproportionate impact, equity, and career trajectory for the right person.

Responsibilities

Direct Sales

- Identify, qualify, and prioritize high-value enterprise prospects — specifically AI teams building LLMs, vertical agents, or specialized models in robotics and healthcare.
- Lead in-depth technical discovery sessions covering RLHF/RLAIF workflows, evaluator stacks, and model alignment pipelines to uncover genuine business need.

- Own the full sales cycle from initial demo through proposal, negotiation, and Statement of Work (SOW) signature, structuring deals for long-term expansion.
- Maintain clean CRM hygiene and deliver accurate pipeline forecasts to leadership.

Business Development

- Identify and engage strategic partners including AI consultancies, Systems Integrators (SIs), and complementary data platform providers.
- Experiment with reseller models and develop co-marketing initiatives with tooling providers (e.g., vector databases, MLOps platforms).
- Bring structured market intelligence back to the product and engineering teams to shape the roadmap for agentic automation.

Success Metrics

- Build a qualified pipeline of enterprise opportunities.
- Complete discovery calls with target ICP accounts.
- Establish active partnership conversations.

Qualifications

- 3+ years of full-cycle B2B sales experience selling technical products to enterprise buyers, with a track record of closing.
- Technical fluency in AI/ML concepts — you can credibly discuss the difference between pre-training and post-training, and hold your own in a conversation with an ML engineer.
- Excellent consultative communication skills with the ability to build trust, navigate complex stakeholder environments, and drive alignment across organizations.
- Startup DNA: self-directed, comfortable with ambiguity, and energized by building from scratch rather than executing a playbook.
- Willingness to travel for customer sites, conferences, and partner meetings.

Nice to Have

- Domain expertise in data infrastructure, annotation services (e.g., Scale AI, Labelbox), or ML observability tooling.
- An existing network of AI/ML leaders in the Bay Area or major US tech hubs.
- Prior experience building channel partnerships or working with Systems Integrators.
- Mandarin proficiency (helpful for coordinating with our global engineering team).

Compensation & Benefits

The base salary for this position is competitive and commensurate with experience, paired with an **uncapped, aggressive commission structure** and **meaningful early-stage equity**.

Compensation is one part of the total package at Alchedata. This role is eligible for equity and includes a comprehensive benefits package — health, dental, and vision coverage, a flexible PTO policy, and travel stipends for customer and conference visits.

Location: Bay Area preferred. Open to flexible US Remote for exceptional candidates with a commitment to frequent travel.