TrustSwap

WE'RE HIRING · BUSINESS DEVELOPMENT

# Web3 Business Development Executive

Token Lifecycle Products · Five platforms, one client journey

**LOCATION**

**Remote (global)**
UAE (GST) hours overlap; CET or US time zones welcome

**COMPENSATION**

**USD 75,000–100,000 base**, depending on experience, unlocked after a 30-day performance period, **plus 15% uncapped commission** paid from day one

**APPLY**

**onuora@trustswap.org**
Subject: Web3 BD – [Your Name]

## About TrustSwap

TrustSwap has been building token infrastructure since 2020. We own and operate five platforms that cover a token's whole life, from its first contract to an institutional treasury.

| 40,000+ | $2.7B+ | 5M+ | 25+ |
|---|---|---|---|
| PROJECTS SERVED | ASSETS SECURED | CRYPTO APP USERS | CHAINS SUPPORTED |

### Team Finance

Token creation, locks, vesting, staking and distribution on 25+ chains. Pay-as-you-go, Pro plan, or enterprise white-label.

### TrustSwap Launchpad

Capital raising for vetted projects, with due diligence, KYC, allocation and distribution in one audited flow.

### The Crypto App

Portfolio tracking, alerts and news for 5M+ users, with advertising packages that put projects in front of active holders.

### Panthea

Institutional custody and treasury, built with Blockfort AG, a regulated Swiss custodian. Segregated accounts for treasury, trading and staking.

### Alcyone

Strategic advisory on tokenomics, fundraising, launch planning and exchange introductions, run by the people who built the platforms above.

**Five platforms means every client relationship can grow across the whole token lifecycle. We're building the team that owns that growth.**

## The role

You'll own new revenue across the TrustSwap portfolio. Most of your deals will be with token projects before and after TGE, where one founder conversation can turn into a Team Finance Pro or white-label contract, a Launchpad raise, a Crypto App campaign and an Alcyone advisory engagement. You'll find the deals, run them and close them. Marketing, product and our founders will back you up.

## What you'll do

- Build and work your own pipeline of token projects, ecosystems and L1/L2 foundations through your network, Telegram, X, conferences and outbound.
- Run discovery, figure out which TrustSwap products a project needs at its stage, and sell the bundle rather than one product at a time.
- Close Team Finance Pro and white-label contracts, Crypto App advertising campaigns and Alcyone advisory engagements.
- Source and qualify projects for the Launchpad and pass them through our review process.
- Hand qualified institutional leads (funds, treasuries, family offices) to the Panthea team.
- Keep the CRM accurate. If it isn't in the CRM, it didn't happen and you don't get paid for it.
- Bring what you hear from the market back to product and marketing.

## What you'll bring

- 2+ years closing B2B deals in Web3: BD at a launchpad, locker, market maker, exchange listings team, audit firm, KOL or marketing agency, or infrastructure provider.
- An active network of founders and project teams you can reach this week.
- A real grasp of token mechanics: vesting, liquidity locks, TGE, IDOs, listings, unlocks.
- A record you can prove: deals closed, revenue, references.
- Comfort with pay tied to results, and the discipline to run your own day remotely.
- A clean reputation. Our brand is trust: no hard-sell or spam outreach, and no promises about token prices.

## Nice to have

- Relationships with ecosystem foundations, exchanges or market makers.
- Experience selling to institutional or treasury buyers.
- A language besides English (Mandarin, Korean, Vietnamese, Turkish, Spanish).

**30**
DAYS

### How the first 30 days work

Your first 30 days are a performance period: you earn commission on every deal you close, and hitting the agreed target unlocks the base salary. We'll walk you through the details when we get to the interview.

## Hiring process

**01**
### Apply
A short note listing three deals you closed in the last 12 months.

**02**
### Intro call
30 minutes with the hiring manager.

**03**
### Pipeline exercise
How you'd build your first 30 days of pipeline: targets, outreach, qualifying and closing. Client names redacted; we care how you work, not who you know.

**04**
### Final conversation
Then a decision within a week.

TO APPLY

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