INTERVIEW PREP · BENGALURU · 2026

From first call to *signed offer*

How a B2B SaaS interview loop usually runs for PMM, partnerships and sales roles, what each round tests, and the six things to check before you sign.

6 rounds | 6 offer checks | Bengaluru specific

6
Interview rounds

6
Checks before you sign

1
Story, told well



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Six rounds, one *story*

Most B2B SaaS companies in Bengaluru run four to six stages for these roles. Formats vary, so ask the recruiter for the exact loop in the first call.

ROUND 01

Recruiter screen

20 to 30 min

Fit, notice period, CTC range, why you. Have a 90 second intro and your numbers ready.

ROUND 02

Hiring manager

45 to 60 min

Your best two or three stories, how you think, what you would do first. Bring STAR stories with numbers.

ROUND 03

Case or take home

2 to 5 days

A launch plan, partner plan, territory plan or mock pitch, then a 30 to 45 minute presentation.

ROUND 04

Cross functional panel

45 to 90 min

Sales, product, CS or partner leaders test how you work with them. Ask how they measure you.

ROUND 05

Leadership or founder

30 to 45 min

Judgement, ambition and culture fit. Have a point of view on the company's market.

ROUND 06

Offer and HR

1 to 2 weeks

CTC split, ESOPs, notice buyout, references and background checks. Get everything in writing.

Six things to know before you *sign*

The parts of a Bengaluru job search that generic interview guides skip.

Notice periods are long

60 to 90 days is common in Indian companies, and startups often want you sooner. Know your real notice period, whether early release is possible, and ask about a notice buyout before you accept.

CTC is more than the number

Offers usually split into fixed pay, variable or OTE, joining bonus and ESOPs. Sales roles often carry a large variable share. Compare offers on fixed pay first.

ESOPs need four answers

Ask for the vesting schedule and cliff, strike price, exercise window after you leave, and whether the company has ever run a buyback.

Know the company type

GCCs and MNCs run structured, competency based loops. Funded startups lean on cases and founder rounds. Indian SaaS scale ups mix both. Tailor your stories to the type.

Ask about office days

Many Bengaluru teams are hybrid. ORR, Whitefield, Koramangala, HSR and Manyata can mean very different commutes, so ask in the first call.

Referrals still win

A referral from someone in the team usually beats a cold application. Find the hiring manager and a peer on LinkedIn, and apply the same day you ask.

Want a one to one mock interview?

Book a free call, or check the India PMM salary bands before you negotiate.

syedcreates.com/schedule-meeting