



## Retail / Wholesale Training Manager "OMEGA"

スイスの人気時計ブランド Swatch

### Job Information

#### Hiring Company

The Swatch Group (Japan) KK

#### Job ID

1457798

#### Industry

Apparel, Fashion

#### Company Type

International Company

#### Job Type

Permanent Full-time

#### Location

Tokyo - 23 Wards, Chuo-ku

#### Train Description

Ginza Line, Ginza Station

#### Salary

Negotiable, based on experience ~ 10 million yen

#### Salary Bonuses

Bonuses paid on top of indicated salary.

#### Refreshed

April 22nd, 2026 10:02

### General Requirements

#### Minimum Experience Level

Over 3 years

#### Career Level

Mid Career

#### Minimum English Level

Business Level

#### Minimum Japanese Level

Native

#### Minimum Education Level

Bachelor's Degree

#### Visa Status

Permission to work in Japan required

### Job Description

#### Job description:

The Training Specialist is responsible for developing and delivering training initiatives that will increase Brand and product knowledge. The position works closely with the Brand Manager, Regional Sales Manager, and International Sales Trainer to develop a comprehensive training program for retail and wholesale businesses.

The Training Specialist's objective is to improve, through effective trainings, the overall performance of the sales teams,

making sure they have the needed information to achieve the business goals.  
This person should possess extensive training experience and have excellent communication skills.

#### Duties and main tasks:

- Manage, organize, and monitor the Training activities for "Market", both for retail and wholesale (local & duty free), always showing a proactive approach and a collaborative team spirit
- Develop and manage annual training schedule. Plan, organize, and conduct training seminars, in-store and off-site training sessions, ensuring consistency and alignments in the messages, contents, and formats with HQ Brand strategies
- Develop training tools, materials, and collateral, according to market needs and in collaboration with OMEGA HQ
- Coach and motivate the network of sales associates and partners, ensuring continuous cooperation and support according to the needs of the market. Provide regular feedbacks to the Retail / Wholesale operations manager
- Train Boutique Managers and sales associates and provide constant in-store trainings
- Train sales associates to ensure that mystery shopping results respect corporate target levels. Analyse mystery shopping results and implement, if needed, corrective action plans
- Provide all needed support in the management of local events, incentives, introduction programs
- E-Learning system - Promote the usage of the e-Learning system in OMEGA's boutiques, providing support for its development and content translation. Monitor the correct usage of the e-Learning system by each member of the team. Ensure the accuracy of the e-Learning database of the market
- Continually make sure that the training systems and materials, tools and processes are flawless, state of the art, and consistent with HQ Brand guidelines.

---

#### ■雇用形態：正社員

(試用期間3か月。その間の給与・待遇に変わりはありません。)

#### ■給与：～900万円

年俸制(12分割にて毎月支給) 前職年収をもとに経験・能力により決定いたします。

～50万円 \*\*会社及び個人業績に基づくパフォーマンスボーナス会社及び個人業績に基づくパフォーマンスボーナス

残業代：支給対象外

通勤費：会社が認める合理的・経済的な経路に基づく6か月通勤定期代

■勤務時間：7時間30分(フレックスタイム制。コアタイム11:00-15:00)

■休憩時間：60分(12:30-13:30)

休日・休暇：完全週休2日制(土・日・祝日) ※2021年度年間休日124日

夏季休暇3日(6月～9月の間に連続して取得)、年末年始休暇(12月30日～1月3日)、慶弔休暇、療養休暇(最大20日)

有給休暇：入社日に最大15日(入日(入社月により日数は異なります。))

■勤務地：中央区銀座7-9-18 ニコラス・GG・ハイエック・センター

#### ■福利厚生・研修

- ・各種社会保険完備(健康保険、厚生年金保険、雇用保険、労災保険)
- ・確定拠出年金制度(退職金制度)
- ・長期障害所得補償保険(GLTD)、海外旅行傷害保険(海外出張時に付保)
- ・自己啓発支援制度(語学、e-learning、通信教育、資格取得奨励金)
- ・社員割引販売制度

---

## Required Skills

#### Requested profile:

- 5+ years' experience developing and implementing retail / wholesale training programs in the luxury business, ideally in the luxury watches industry.
- Experience in organizing and leading training seminars
- Understanding of Retail environment
- Language skills (English)
- Experience teaching luxury sales culture, new products, technical or solution-based materials
- Digital proficiency, ability to effectively lead virtual trainings using platforms such as Skype, Microsoft Teams, etc.
- Practical knowledge of modern electronic education delivery channels (e-Learning) and systems, with experience in managing online / digital training tools
- Ability to travel up to 75%.

#### 選考プロセス

書類選考から内定まで 1~2 週間程度を目安に実施

書類選考 → 1次面接 → 2次面接 → 最終面接 → 適性検査(Web受検15分) → 内定

---

## Company Description