



Head of Sales, Japan/ 日本セールスディレクター

Hybrid working, F500 company, Permanent

Job Information

Recruiter

ADP JAPAN G.K.

Job ID

1473616

Industry

Other (Consulting and Professional Services)

Company Type

Large Company (more than 300 employees) - International Company

Job Type

Permanent Full-time

Location

Tokyo - Other Areas

Salary

20 million yen ~ 25 million yen

Refreshed

May 8th, 2024 02:00

General Requirements

Minimum Experience Level

Over 10 years

Career Level

Executive

Minimum English Level

Fluent

Minimum Japanese Level

Native

Minimum Education Level

Bachelor's Degree

Visa Status

Permission to work in Japan required

Job Description

Key Responsibilities:

- Responsible for the selection, performance and development of Sales Associates.
- Coach, support and develop Sales Associates. Conduct quarterly performance reviews and prepare development plans; monitor performance against agreed targets, and take action as necessary.
- Host regular one-on-one catch-ups, team meetings and training sessions to improve effectiveness and knowledge of the Sales Associates.
- Primarily responsible for the on-boarding of Sales Associates.

- To grow market share and revenue for ADP. To represent ADP in the market, and raise the profile of the organization through interactions.
- Balances business needs (margin, service-ability) with market demand and solutions focus.
- To contribute to longer term sales and growth strategies.
- Delivery of recurring revenue sales target.
- Delivery of accurate sales forecasts and situation reports as determined by senior management.
- Delivery and execution of business plan.
- Fiscal responsibility around expenses to align to national budget.
- To act as liaison internally on new approaches, crafting solutions, performing due diligence on prospective solutions.
- Active engagement in key MNC, Multi Country Payroll, Enterprise & Mid-Market level sales processes and internal strategy sessions to maximize close rates.
- Negotiate pricing and contractual conditions in conjunction with Sales Associate and Internal Counsel of ADP.
- Business conversations with C-level contacts (CEO/CFO/CIO) to promote outsourcing as a business strategy.
- Input to product development teams and keep up to date on legislative and product changes.
- Monitor, evaluate and report on market conditions including competitor product strategies, win/loss data, industry trends, potential acquisition targets or new markets.
- Track statistical sales trends and provide insight to the business via reporting and presentations.
- Work effectively across departments (Finance, Implementation, Service, HR) to ensure client satisfaction, Associate and client effectiveness/retention.
- Deliver effective presentations, internal and external to ADP.
- Be a presence in the payroll/HR community at events and through associations. Conduct presentations at industry and client/prospect events. Promote the best of breed and global branding of ADP.

Required Skills

Experience:

- Previous sales management experience (3-5 years) in large Enterprise and Multi-National markets (1000+ employees) with proven track record in achieving targets and driving Associate retention in Japan market.
- Proven previous successful sales experience to senior decision makers in fortune 500 companies, preferably in Finance, HR/Payroll or IT service areas.
- Experience working with multinational and matrix organizations.
- Experience in negotiation of complex contracts through multiple stakeholders in large MNCs including procurement and legal.
- Proven ability to work with broader sales teams
- Minimum 8 years sales experience in a business to business corporate environment in Japan market.
- Demonstrated previous experience success in a new business development and solution sales role
- Proven track record of identifying, pursuing and closing new business
- Demonstrated experience in explaining complex systems to non-technical clients
- Previous experience with the development and delivery of presentations, proposals and quotes to win new business
- Experience using networking to drive sales opportunities
- Previous experience in all sales reporting including completing sales forecasting and analysis of key metrics.
- Sales scoping and qualification experience

- Significant experience responding to Tenders, RFP, EOI's, etc.
- Previous direct sales experience in a solution sell environment.
- Payroll and Human Resources experience preferred.
- Proven track record of identifying, hunting and closing new business.
- Demonstrated experience in presenting and communication with 'C' level executives.
- High level of integrity and business ethics.
- Trained in strategic selling and marketing.
- Japanese and English language skill mandatory (written and verbal).

Company Description