

Merchandise Lead Retail (Kidswear) - NEA／マーチャンダイジング＆コマーシャル戦略

日本及び韓国市場を担当。シンガポールチームとのコミュニケーションで語学力活かせる

Job Information

Hiring Company

H&M Hennes & Mauritz Japan KK

Job ID

1490855

Industry

Apparel, Fashion

Job Type

Permanent Full-time

Location

Tokyo - 23 Wards, Shibuya-ku

Salary

Negotiable, based on experience

Refreshed

September 5th, 2025 04:00

General Requirements

Minimum Experience Level

Over 3 years

Career Level

Mid Career

Minimum English Level

Business Level

Minimum Japanese Level

Fluent

Minimum Education Level

Bachelor's Degree

Visa Status

Permission to work in Japan required

Job Description

As Merchandising Lead Retail (Kidswear) - NEA, you will drive execution of the commercial agenda and merchandising strategy together with Merchandise Managers to exceed financial targets. You have a deep interest in the customer and consumer and use customer centric approach in everything you do. You use your retail knowledge and understand synergies between channels, and interest in product, strong analytical ability, and commercial skills, enabling you to constantly improve customer shopping experience in market.

You are customer and sales-driven professional with a strong commercial awareness and salesmanship. You have a strategic mindset with an analytical back-bone. You thrive working in a fast pace, in and agile environment, executing the regional commercial agenda for your markets. You love working with the product and to execute your concept plan in line with the regional directions. You are a strong team-player and foster collaboration across channels, roles and functions and inspires stakeholders to buy in to the product plans to enhance engagement and execution level.

Key responsibilities

- Implement and execute regional merchandising strategy and commercial priorities with close alignment to regional assortment direction.
- Optimize local selling peaks driven by optimizing product exposure strategy to calendar, customer shopping behavior and commercial plan; be responsible for all information including but not limited to kick off, sale packs, BF-information, etc.
- Drive in and post season inventory management by picking full price, discount and sale activities in line with regional merch direction, as well as executing stock management, sale, EOP and commercial reduction.
- Follow up on stock and resolve issues together with inventory optimization team; execute regional strategy for

commercial impact on key product categories based on in season performance.

- Know your market retail situation and customer profile, providing commercial team with constant and structured sales follow up for the channel, as well as commercial initiatives in store (visit the site in all touchpoints several times a week) to confirm or adjust actions needed.

Required Skills

To be successful in the role as Merchandising Lead Retail (Kidswear) - NEA, you should have strong commercial focus and are insight and data driven, with proven ability to drive results and work towards goals. You should have a broad merchandising knowledge and commercial experience that understands the total picture from customer demands on our offers.

What you need to succeed :

- Economics or Business degree/relevant qualifications.
- Strong in driving commercial product excellence, strategic and analytical, with deep experience in business case building as well as follow up and estimate performance.
- Understanding of product, stocks and lifecycle management.
- High level of salesmanship and analytical proficiency; is an advance excel user.
- Effective collaborator with strong stakeholder management and communication skills.

Additional Information

Employment Type : full-time position

Reporting Line: Merchandising Manager Kidswear

Location: This position is based in **Tokyo**

Please apply by sending in your CV in English as soon as possible.

Benefits

We offer all our employees at H&M Group attractive benefits with extensive development opportunities around the globe. All our employees receive a staff discount card, usable on all our H&M Group brands in stores and online. Brands covered by the discount are H&M (Beauty and Move included), COS, Weekday, Monki, H&M HOME, & Other Stories, ARKET, Afound. In addition to our staff discount, all our employees are included in our H&M Incentive Program – HIP. You can read more about our H&M Incentive Program [here](#).

In addition to our global benefits, all our local markets offer different competitive perks and benefits. Please note that they may differ between employment type and countries.

Inclusion & Diversity

H&M is a part of H&M Group. At H&M Group, we're determined to create and maintain inclusive, diverse and equitable workplaces throughout our organisation. Our teams should consist of a variety of people that share and combine their knowledge, experience and ideas. Having a diverse workforce leads to a positive impact on how we address challenges, on what we perceive possible and on how we choose to relate to our colleagues and customers all over the world. Hence all diversity dimensions are taken into consideration in our recruitment process.

We strive to have a fair and equal process and therefore kindly ask you not to attach a cover letter in your application as they often contain information that easily can trigger unintentional biases.

Company Description

H&M is a fashion brand that offers the latest styles and inspiration, from fashion pieces and unique designer collaborations to affordable wardrobe essentials. Our business idea is fashion & quality at the best price in a sustainable way. Learn more about H&M at www.hmgroupp.com

Company Description