



Retail Merchandising Manager For Men's

Lead Japan merchandising to grow profits

Job Information

Hiring Company

[Skechers Japan G.K.](#)

Job ID

1554932

Industry

Apparel, Fashion

Company Type

Large Company (more than 300 employees) - International Company

Non-Japanese Ratio

(Almost) All Japanese

Job Type

Permanent Full-time

Location

Tokyo - 23 Wards, Minato-ku

Train Description

Yamanote Line Station

Salary

7 million yen ~ 8 million yen

Refreshed

December 31st, 2025 19:00

General Requirements

Minimum Experience Level

Over 6 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 PURPOSE:

The Retail Merchandising Manager for Men's is responsible for Selection & Procurement of the Product Assortment for Japan Company owned Retail Stores and Ecom through a consistent focus on studying the business, monitoring sales performance and inventory to fit the need of the customer.

Goal is to Achieve company Sales targets and Maximize Profits, utilizing factors such as OTB (open to buy) financials,

localized market needs, seasonal trends, price strategies and SKU management requirements.

This position works closely and collaborates with local fields of Merchandising Planner, Allocation, Visual, Marketing and Operation team and USA counterparts to ensure consistent Product offerings, Brand Message, Global Store Standards and Image are executed.

JOB RESPONSIBILITIES:

- Gain knowledge on the brand and distribution channels to identify opportunities.
- Review and Analyze sales data such as Rankings, Sell Thru, Pricing Opportunities, Predict sales trend.
- Create Assortment Plans tailored to Japanese market by Product Selection based on Store Volume, SKU counts capabilities and Store Capacity to ensure appropriate depth is achieved by Store Volume and Size.
- Forecast Order units and Place & Key orders in the system for inventory procurement.
- Partner with Wholesale, Franchise and Ecom teams to collaborate on Merchandise selection and Order placement.
- Initiate quarterly buys for all New Styles, Re-buys for Core Carry over Styles.
- Provide qualitative and quantitative feedback to US HQ on product performance to influence the creation of products that cater to the Japanese market demand.
- Effectively Achieve Japan Company owned Retail Stores and Ecom's financial Sales plan and key performance targets by consistently reviewing and editing Product Assortment within Bulks and Stores on regularly bases.
- Analyze historical data and current trends to identify risks and opportunities; compare sales & inventory data of the assigned gender / category to company sales & inventory plan and provide actions to reconcile deviations by executing strategies.
- Partner with the Merchandising Planners to actively engage in and manage inventory levels by increasing and decreasing inventory, conducting in-season frontline's markdown and promo cadences, transferring products, and/or cancelling orders.
- Participate and engage in monthly in-season forecast and OTB meetings.
- Partner with Allocators and Give guidance and vision to coordinate and execute new Product launch to Stores, Replenishment, Transfer so that the desired Assortment in all store types to be realized.
- Partner with Visual Merchandiser and Retail Marketing to execute effectively store layouts, product displays, window displays and instore pops.
- Partner with related fields such as Retail Operation, District Store Managers and Store Managers to constantly check and make necessary changes on store clusters using velocity, capacity, geography by gender / category.
- Monitor sales, product trends and consumer buying behavior.
- Conduct store visits to gather insights from sales staff and understand customer satisfaction and preferences.
- Research and constantly review competitors, including pricing, profit, marketing and other progress.

Annual salary:

7,000,000–8,000,000 JPY + bonus up to 20%.

Required Skills

Requirements

- Strong observatory and analytical skills in assessing market and sales trends
- Strong aptitude with numbers and clear understanding of retail math
- Familiarity with Pricing, Costing, Packaging, QA and Product safety standards
- Strong organizational skills - ability to manage multiple projects, prioritize, and meet deadlines
- Ability to communicate persuasively, influentially, and responsibly across a cross-functional team
- Excels in team environments and in building / developing strong interpersonal relationships, while maintaining an individual determination to accomplish goals
- Ability to travel 10-20% of time
- Passionate about customer service (internal)
- Driven to excel and succeed, taking full ownership of his or her success
- Problem Solving
- Time Management
- Strong interpersonal skills
- Self-motivated
- Persistent
- English proficiency both in Verbal & Written
- Advanced computer skills (Excel - pivot tables/v-lookups/etc., Word, Internet)

Education and Experience

- Must Bachelor's Degree or above
- Minimum 8+ years Merchandising buying experience, preferably in Retail, preferably within Footwear

Company Description