

Michael Page

www.michaelpage.co.jp

Head of Ecommerce - Marketplaces (10-13M)

Head of Ecommerce (10-12M)

Job Information

Recruiter[Michael Page](#)**Job ID**

1560575

Industry

Other

Company Type

Large Company (more than 300 employees) - International Company

Job Type

Permanent Full-time

Location

Tokyo - 23 Wards

Salary

10 million yen ~ 12 million yen

Refreshed

October 3rd, 2025 15:20

General Requirements

Minimum Experience Level

Over 3 years

Career Level

Mid Career

Minimum English Level

Fluent

Minimum Japanese Level

Native

Minimum Education Level

Bachelor's Degree

Visa Status

Permission to work in Japan required

Job Description

The Head of E-Commerce will lead a team of Key Account Managers to grow the company's online retail business across various platforms. This position combines sales strategy, team leadership, and digital excellence to strengthen brand visibility and drive revenue growth.

Client Details

Our client is a global leader in the fast-moving consumer goods (FMCG) industry, known for its bold branding, innovative approach, and high-energy workplace culture. With a commitment to digital transformation, the company is expanding its e-commerce operations and is seeking a strategic leader to drive success in this space. Their Japan office is based in central Tokyo and offers a collaborative, and international environment.

Description

- **Sales Planning & Execution**

- Develop and implement key account sales strategies and retail media plans.
- Drive performance metrics including revenue, profitability, distribution, and conversion.
- Ensure execution of digital merchandising in line with internal standards for online retail presence.
- Participate in client negotiations and spend time in the field with the team (2-3 days/week).

- **Promotion & Data Management**

- Oversee execution of online promotional campaigns.
- Use sales and audit data to identify areas for improvement and coach team members.
- Encourage development of case studies to capture best practices.

- **Team Leadership & Development**

- Train and develop the e-commerce team to reach individual and team performance goals.
- Provide clear feedback, performance monitoring, and ongoing support.
- Foster a results-driven, collaborative team culture.

- **Cross-functional Management & Communication**

- Ensure alignment between sales and marketing teams.
- Provide tools, reporting frameworks, and communication support.
- Build strong relationships with internal stakeholders, local agencies, and global teams.

Job Offer

- Full-time, permanent position based in Tokyo with a hybrid work style (up to 40% remote).
- Competitive salary based on experience + annual performance bonus.
- Core working hours from 10:00 to 15:00.
- Defined contribution pension plan (6.5% of base salary contributed by the company).
- Comprehensive insurance coverage: medical, life, long-term disability.
- 20 paid leave days from day one (prorated for mid-year hires).
- Access to employee benefit programs and discounts.
- High-visibility leadership role with regional and global exposure.

To apply online please click the 'Apply' button below. For a confidential discussion about this role please contact Lien Nguyen at +81 3 6832 8657.

Required Skills

- Minimum 7 years' experience in FMCG, with proven success in sales, marketing, and data-driven insights.
 - At least 5 years of hands-on experience in e-commerce. Digital marketing or tech background is a plus.
 - Fluent in Japanese and English (business level in both).
 - Excellent skills in Microsoft Office (especially Excel and PowerPoint).
 - Experienced in management reporting, budgeting, and team leadership.
 - Strong interpersonal and communication skills, especially for cross-functional collaboration.
 - Strategic thinker with hands-on execution capabilities.
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