



General Manager – Automotive Retail Operations

日本の自動車小売事業を統括し、成長戦略と経営判断を担うGMポジション

Job Information

Recruiter

Cornerstone Recruitment Japan K.K.

Job ID

1572489

Industry

Automobile and Parts

Job Type

Permanent Full-time

Location

Tokyo - 23 Wards, Nerima-ku

Salary

15 million yen ~ 20 million yen

Refreshed

January 29th, 2026 00:00

General Requirements

Minimum Experience Level

Over 6 years

Career Level

Executive

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

Position: General Manager – Automotive Retail Operations

Location: Japan

Company Overview

A globally diversified organization with a strong foundation in the automotive sector is seeking senior leadership talent in Japan. The company operates across multiple regions worldwide and is known for its commitment to quality, long-term partnerships, and customer-focused mobility solutions. Its automotive business emphasizes operational excellence, innovation, and sustainable growth.

Role Overview

The General Manager will be responsible for leading and overseeing the full operations of an automotive retail business in

Japan. This role holds end-to-end accountability for sales performance, operational efficiency, financial results, and team leadership. The ideal candidate brings strong strategic vision, hands-on management capability, and deep familiarity with the Japanese automotive market.

Key Responsibilities

Strategic & Business Leadership

- Define and execute business strategies aligned with overall company objectives.
- Drive market share growth and long-term profitability through structured planning and execution.

Sales & Revenue Growth

- Develop and implement initiatives to enhance sales performance and customer satisfaction.
- Identify growth opportunities and optimize commercial performance.

Operational Management

- Oversee daily operations across sales, aftersales/service, finance, and inventory.
- Ensure smooth coordination between departments and consistent service quality.

People Management

- Lead, develop, and motivate a high-performing management and frontline team.
- Set clear goals, monitor performance, and foster a results-driven culture.

Financial Management

- Manage budgets, financial reporting, and key performance indicators.
- Ensure targets are met while maintaining cost efficiency and financial discipline.

Governance & Compliance

- Ensure full compliance with local regulations, industry standards, and internal policies.
- Maintain operational alignment with manufacturer and corporate requirements.

Required Experience & Qualifications

- Proven leadership experience in automotive retail or dealership management.
- Strong background in sales operations and business management with measurable results.
- In-depth knowledge of the Japanese automotive market and customer expectations.
- Excellent leadership, communication, and stakeholder management skills.
- Fluency in both Japanese and English (spoken and written).
- Bachelor's degree in business, automotive-related fields, or a similar discipline preferred.

Company Description