



## 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.

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