



【1700～2200万円】 Partner Development Team Manager

HubSpot Japan株式会社での募集です。 代理店営業のご経験のある方は...

Job Information

Recruiter

JAC Recruitment Co., Ltd.

Hiring Company

HubSpot Japan株式会社

Job ID

1573249

Industry

Software

Company Type

International Company

Job Type

Permanent Full-time

Location

Tokyo - 23 Wards

Salary

17 million yen ~ 20 million yen

Work Hours

09:00 ~ 18:00

Holidays

【有給休暇】初年度 10日 6か月目から 有給無制限 【休日】完全週休二日制

Refreshed

January 22nd, 2026 15:06

General Requirements

Career Level

Mid Career

Minimum English Level

Fluent

Minimum Japanese Level

Native

Minimum Education Level

High-School

Visa Status

Permission to work in Japan required

Job Description

【求人No NJB2326638】

The Opportunity

We are seeking a Partner Development Team Manager to lead our dynamic team in Japan. This is a crucial leadership role within an expanding region offering a unique opportunity to shape the foundations of our Partner Development organization.

As the PDM Manager you will be instrumental in developing and evolving our partner ecosystem with a strategic focus on the Upmarket space and driving partner sourced business. You will be responsible for hiring coaching and leading a team of

Partner Development Managers (PDMs) in a fast paced environment. We are looking for a passionate and experienced leader who can build a high performing team foster a culture of continuous learning and inspire both your team and our partners towards a collective vision.

This role is based in our Tokyo office area with the expectation of coming into the office on a regular basis.

What You'll Do

As the Partner Development Team Manager you will:

Lead and Inspire: Guide and manage the Partner Development team to exceed quarterly MBOs and monthly milestones focusing on driving partner sourced revenue increasing revenue retention and improving the selling rate.

Coach and Develop: Build trust with your team and provide continuous developmental feedback. You will coach team members to enhance their holistic partner development skills.

Build and Recruit: Take responsibility for maintaining headcount by actively recruiting selecting and training new Partner Development Managers to attract and retain top talent.

Drive Strategic Growth: Utilize your business acumen to guide your team in strategic partner growth conversations and planning with a focus on partner led demand generation.

Engage with Partners: As a key channel leader for the region you will regularly engage with partners to build executive relationships and address any escalations.

Collaborate Across the Business: Work proactively with direct sales managers directors and executives to foster business growth and support cross functional projects.

Leverage Data: Employ an analytical mindset to identify trends pinpoint gaps and use data to inform strategy and drive team performance.

Required Skills

What We're Looking For

We are looking for a candidate with a proven track record in partner leadership and team management. Key qualifications include:

Experience Requirements

To be considered for this role you'll need a significant background in leadership and the tech industry. The key experience requirements are:

Partner Leadership: You must have over five years of experience in a partner leadership position where you have demonstrably built and expanded a partner ecosystem (5+ years)

Management: Previous management experience is a mandatory requirement for this position (2+ years)

Tech Background: Experience working in the technology sector is highly desirable.

Sales Environment: You should have experience either managing or being managed within a structured sales environment.

Skills Requirements

The role demands a combination of strong interpersonal and analytical abilities to effectively lead the team and drive results. Essential skills include:

Language: Professional fluency in English is required.

Coaching: You need superior coaching skills with the proven ability to observe and evaluate your team's performance and use various techniques to improve their results.

Analytical Mindset: You must possess strong analytical skills to identify trends and gaps in performance. This includes leveraging and communicating data to drive strategic decisions and improve key performance indicators.

Collaboration: The ability to work and collaborate effectively with other departments is essential for driving business results. This includes proactively working with direct sales managers directors and executives.

Emotional Intelligence: High emotional intelligence and self awareness are crucial. You must have genuine empathy for others and be able to adapt your communication style to understand and motivate your team.

Attributes and Personal Qualities

Beyond skills and experience HubSpot is looking for a leader with specific personal attributes that align with the company's culture and the demands of the role.

Commitment to Growth: You should be committed to continuous learning and personal development with evidence of recent growth in people management or leadership within the last year.

Resilience and Drive: The ideal candidate has a positive never quit attitude and a commitment to overachieving targets even when facing adversity. You are expected to take personal responsibility for hitting team goals.

Change Leadership: You must be a positive change agent who can lead and empower teams through periods of transformation. The role requires creating a culture of transparency and focused improvement while fostering a fun and strong team environment.

Company Description

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