



Business Development Manager, Japan

Global Cross Functional Collaboration

Job Information

Hiring Company

[Headout Inc](#)

Job ID

1578196

Industry

Other (Hospitality)

Job Type

Permanent Full-time

Location

Japan

Salary

6.5 million yen ~ Negotiable, based on experience

Salary Commission

Commission included in indicated salary.

Refreshed

June 16th, 2026 10:00

General Requirements

Minimum Experience Level

Over 3 years

Career Level

Mid Career

Minimum English Level

Business Level

Minimum Japanese Level

Fluent

Minimum Education Level

Bachelor's Degree

Visa Status

Permission to work in Japan required

Job Description

Why Headout?

What we do is important

In an increasingly digital world, there is a desperate need to augment our human experience by getting us to interact with the real world around us and the people in it. At Headout, our mission is to be the easiest, fastest, and the most delightful way to **head out** to our next real-life experience. We do this by running a managed marketplace to the world's most exceptional real-life experiences — from immersive tours to museums to live events and everything in between.

We've got scale, fast growth, and solid fundamentals

Headout has served tens of millions of guests from 196 countries (every single sovereign state on the planet) on one of our experiences across 100+ cities in 9 languages. Today, we have sales of 100s of millions of \$s a year and are growing rapidly. Contrary to the norm, we deliver this scale and growth while being profitable. We've been unit profitable for 18 months + and have recently turned EBITDA profitable as well. We have raised \$60M+ from top-tier investors and are building a durable company for the long term - because that's what our mission needs and deserves.

Now is the right time

While we have a fast-growing business, we are still very early in our journey with a large upside to capture and have a team that is small enough for you to have an indelible outsized impact on our journey. We are not too early, we are not too late.

Our culture

Every place has its own beat and we are no different. We are not the right place for everybody but we are the right place for a certain group of people. Read more about it here: <https://bit.ly/HeadoutPlaybook>

The role

We are looking for a Business Development Manager - Japan to join our APAC Business Team. Reporting to the General Manager - East Asia, you will play a pivotal role in driving our commercial success and market expansion in Japan. This role offers an exciting opportunity to shape Headout's growth in one of the most dynamic travel markets in the world. As the face and voice of Headout in Japan, you will collaborate with supply partners and travel experience providers to strengthen relationships, expand our offerings, and deliver exceptional value to our customers.

What makes this role special?

- **Build.** You'll have your fingerprints all over Headout. You'll do whatever it takes to launch quickly, get 1% better every day, and scale something completely new. This means everything from high-level strategy to nitty-gritty operational details - Launch new cities by identifying, reaching-out and onboarding new Supply Partners & distribution-side partnerships in Japan.
- **Nurture.** Continuously nurture relationships with our existing Supply Partners in order to leverage them for additional growth.
- **Collaborate.** Liaise between internal stakeholders (Operations, Tech, Marketing, etc.) and your accounts in order to ensure smooth execution of the partnerships and growth of bookings.
- **Analyze.** Identify market trends and provide market & competitor analysis to optimize business strategies.

Required Skills

What skills & experience do you need?

- Language Proficiency: Fluency in Japanese and English, with excellent written and verbal communication skills.
- A minimum of 3 years of experience in business development, preferably in consumer tech startups.
- Strong analytical, written, and verbal communications skills.
- Global mindset and comfortable working with people from different cultural backgrounds & time zones.
- A start-up attitude – highly collaborative with an entrepreneurial mindset and not afraid to roll up your sleeves.
- Experience working with a CRM; eager to learn and use new tools.

EEO statement

At Headout, we don't just accept differences — we celebrate it, we support it, and we thrive on it for the benefit of our employees, our partners, and the community at large. Headout provides equal employment opportunities (EEO) to all employees and applicants for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, age or disability. During the interview process, if you need assistance or an accommodation due to a disability, you may contact the recruiter assigned to your application.

Privacy policy

Please note that once you apply for this job profile your personal data will be retained for a period of one (1) year. Headout shall process this data for recruitment purposes only. Once the relevant job profile is filled or once the time period of one (1) year from the date of the job application has passed, whichever is later, Headout shall either delete your data or inform you that it shall keep it in its database for future roles. In compliance with the relevant privacy laws, you have the right to request access to your personal data, to request that your personal data be rectified or erased, and to request that the processing of your personal data be restricted. If you have any concerns or questions about the way Headout handle your data, you can contact our Data Protection Officer for more information.

Company Description