

## Manager, Channel Sales - Japan

### Job Information

**Hiring Company**

GRACO K.K.

**Job ID**

1581507

**Industry**

Machinery

**Company Type**

International Company

**Job Type**

Permanent Full-time

**Location**

Kanagawa Prefecture, Yokohama-shi Tsuzuki-ku

**Train Description**

Yokohama City Subway Blue Line, Nakamachidai Station

**Salary**

8 million yen ~ Negotiable, based on experience

**Salary Bonuses**

Bonuses paid on top of indicated salary.

**Refreshed**

June 3rd, 2026 15:00

### General Requirements

**Minimum Experience Level**

Over 6 years

**Career Level**

Mid Career

**Minimum English Level**

Business Level (Amount Used: English usage about 50%)

**Minimum Japanese Level**

Fluent

**Minimum Education Level**

Bachelor's Degree

**Visa Status**

Permission to work in Japan required

### Job Description

**«Job Description & Position Highlights»**

- Oversee sales strategy for the Japanese market, including developing sales channel strategies, executing sales plans, and managing sales performance
- Lead sales strategy for the Japanese market, contributing to business growth by building relationships with distributors and expanding market presence
- Take responsibility for developing and managing the sales team, contributing to organizational growth and talent development as a leader
- Build your career at a global company in a position with autonomy, where you can handle everything from strategy formulation to execution

**【Job Responsibilities】**

The Manager, Channel Sales - Japan is responsible for developing and executing regional sales plans to meet growth objectives, designing marketing initiatives, and collaborating with the Marketing team to identify product, promotion, and program opportunities.

## &lt; Sales Management and Strategic Planning &gt;

- Oversee development and implementation of annual regional tactical sales plan to achieve or exceed divisional growth objectives.
- Design and oversee specific field marketing initiatives, including pricing strategies and promotions, in accordance with established guidelines.
- Identifies and communicates to Marketing Department product, promotion and program opportunities which meet market needs.
- Completes and presents quarterly tactical planning with the sales personnel.

## &lt; Relationship Management and Key Account Development &gt;

- Identifies and communicates potential product, promotion, and program opportunities to the Marketing department that align with market demands.
- Establishes and maintains a strong working relationship with senior management with key distributors.
- Oversees and approves the execution of all written distributor agreements and strategic plans.

## &lt; Sales Monitoring and Reporting &gt;

- Monitors and reports on monthly sales performance, including activities, results, opportunities, service or delivery issues, and competitive developments.

## &lt; Team Leadership and Financial Management &gt;

- Lead, mentor, manage, and staff a team of sales members, ensuring alignment with organizational goals and promoting a culture of excellence.
- Drive team performance by setting clear goals, providing ongoing feedback, and facilitating professional growth opportunities.
- Establish, manage, and be accountable for the annual marketing budget, ensuring effective allocation of resources and alignment with organizational strategic objectives.

## ■About Us :

Graco manufactures and markets premium equipment to move, measure, control, dispense and spray a wide variety of fluid and powder materials. What does that mean? Well, we pump peanut butter into your jar, and the oil in your car. We glue the soles of your shoes, the glass in your windows and the screen on your phone. We spray the finish on your vehicle, coatings on your pills, the paint on your house and texture on your walls. Graco is part of your daily life.

## Required Skills

**【Qualifications】**

- Bachelor's degree in Business, Engineering, Marketing, a technical field, or equivalent experience.
- 7+ years of sales experience, successful sales experience (including key distributor and market share growth).
- Excellent leadership skills; 2+ years of demonstrated leadership experience preferred.
- Exceptional communication skills (written, verbal, and presentation), with a proven ability to convey complex technical information to diverse audiences in a clear, compelling manner.
- Proven ability to work independently, adapt to diverse requirements, and effectively engage with individuals at all organizational levels.
- Demonstrated leadership skills, with experience in managing and leading teams.
- Proven ability to develop and implement short- and long term sales/marketing strategies, with strong skills in planning, prioritizing, problem-solving, and decision making.
- Effective leadership and coaching skills, with experience in team development and training.
- Willingness to travel as required to meet customer and business needs.
- Valid driver's license.

**【Accelerators】**

- Global industrial manufacturing experience and knowledge.
- MBA or Master's degree preferred.

**【Regarding the Selection Process】**

At Graco, you truly make a difference. Your unique talents contribute to our organizational growth and future. Not only do you make a difference, but Graco's culture empowers employees to create their own career path. Whether you choose to advance within your current department or explore new opportunities in different divisions, you have the ability to build your future. Our managers are here to provide support and guidance as you continue to grow within your career.

Graco has excellent opportunities available to individuals who want to be part of a fast-moving, growing company that is committed to quality, innovation and solving fluid handling problems for our customers. Graco is proud to be named a Best Place to Work by Fortune Magazine in 2016, 2018, 2019, 2021 & 2022. Graco offers attractive compensation, benefits and career development opportunities. Graco's comprehensive benefits include medical, dental, stock purchase plan, 401(k), tuition reimbursement and more.

Our company uses E-Verify to confirm the employment and eligibility of all newly hired employees. To learn more about E-Verify, including your rights and responsibilities, please visit [www.dhs.gov/E-Verify](http://www.dhs.gov/E-Verify).

## Company Description