



【1000～1700万円】 International Sales Manager (Distributor Manager)

YETI Japan合同会社での募集です。事業企画・事業開発のご経験のある方...

Job Information

Recruiter

JAC Recruitment Co., Ltd.

Hiring Company

YETI Japan合同会社

Job ID

1582833

Industry

Apparel, Fashion

Company Type

International Company

Job Type

Permanent Full-time

Location

Tokyo - 23 Wards

Salary

10 million yen ~ 17 million yen

Work Hours

09:00 ~ 18:00

Holidays

【有給休暇】有給休暇は入社時から付与されます 入社7ヶ月目には最低10日以上 【休日】週休二日制 土 日 祝日 年末年始

Refreshed

April 16th, 2026 19:00

General Requirements

Career Level

Mid Career

Minimum English Level

Business Level

Minimum Japanese Level

Native

Minimum Education Level

High-School

Visa Status

Permission to work in Japan required

Job Description

【求人No NJB2365402】

At YETI we believe that time spent outdoors matters more than ever and our gear can make that time extraordinary. When you work here you'll have the opportunity to create exceptional meaningful work and problem solve with innovative team members by your side. Together you'll help our customers get the high quality gear they need to make the most of their adventures. We are BUILT FOR THE WILD . .

The International Sales Manager will lead the execution of franchise sales initiatives across SE Asia and support APAC

expansion where required. This is a strategically critical role contributing to global growth planning while supporting the end to end franchise acquisition process. The role includes close collaboration with cross functional stakeholders including marketing operations and international partners.

This role involves managing relationships with distributors optimizing the supply chain and supporting franchisees in their distribution efforts. You also play a key role in maintaining brand standards and ensuring consistent product quality across the network. You are experienced well organized and have a can do attitude. Your focus on results and desire to prioritize activities with the biggest impact will ensure you are successful in this demanding and fast paced performance based role. You are a team player and roll your sleeves up to do whatever it takes to get the job done.

Responsibilities

- Execute the franchise growth strategy across new and existing markets
- Identify qualify and convert prospective franchisees aligned with the brand's vision and values
- Manage the full sales lifecycle; from enquiry and due diligence through to onboarding
- Partner with the Managing Director and global team on network development plans and market prioritization
- Collaborate with marketing to build and refine lead generation and conversion strategies
- Building and maintaining strong relationships with distributors negotiating contracts and ensuring they meet performance targets
- Optimize the Supply Chain to improve the efficiency and effectiveness of the distribution network from sourcing to delivery
- Provide guidance and support to franchisees on distribution related matters including inventory management logistics and compliance with brand standards
- Tracking key performance indicators (KPIs) related to distribution such as delivery times product availability and cost effectiveness
- Track and maintain consistent product quality and brand presentation across the entire distribution network
- Addressing any problems or challenges related to distribution such as supply shortages transportation delays or product quality issues
- Develop and execute innovative sales strategies to achieve and exceed targets identifying and capitalising on new business opportunities
- Represent YETI at consumer and trade related events
- Analyze POS data to evaluate opportunities and potential issues
- Analyze and recommend optimal product mix on a per store basis based off not only data but regional nuances and truly understanding the landscape and end consumer
- Monitor market trends competitor activities and customer feedback to drive strategic decisions and continuous improvement
- Provide premium YETI customer service support for our franchisees

Required Skills

Qualifications Attributes

- Bachelor's degree preferred or equivalent experience
- Proven success in franchise sales business development or commercial partnerships ideally within Consumer Goods or Retail
- At least 10+ years of professional sales experience (outdoor/fashion or sporting goods preferred)
- Must be willing and able to travel extensively and spend time in market (approx. 30-50%)
- Ability to efficiently manage multiple tasks and work effectively in a rapidly changing complex business environment
- Must be a self starter and be able to prioritize tasks and scheduling without direction
- Leadership capability and cross cultural communication skills
- Strong commercial and operational acumen with a track record of achieving tangible results
- Strong negotiation influencing and presentation skills with a strategic mindset
- Exceptional ability to analyze the business and POS data
- Strong sales leader with high level emotional intelligence
- Ability to form lasting relationships
- High proficiency in Excel and PowerPoint

Company Description

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