



ディストリビューションマネージャー / Distribution Manager

世界有数の建築工具のグローバルメーカー 120ヶ国展開

Job Information

Hiring Company

[Hilti Japan Ltd.](#)

Job ID

1583777

Industry

Other (Real Estate, Construction)

Company Type

International Company

Job Type

Permanent Full-time

Location

Kanagawa Prefecture, Yokohama-shi Tsuzuki-ku

Salary

10 million yen ~ 13 million yen

Work Hours

フレックスタイム制度（コアタイム無） ※1日あたり所定労働時間07時間30分、休憩：60分

Holidays

完全週休2日制（土日祝）

Refreshed

April 23rd, 2026 12:00

General Requirements

Minimum Experience Level

Over 6 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

◀ Job Description & Position Highlights ▶

- Responsible for strategic planning and management of warehousing, transportation, and overall logistics at the Yokohama office
- The satisfaction of contributing to improved service quality through customer-centric logistics improvements and KPI management

- The sense of accomplishment that comes from driving organizational growth through new contract acquisition and project management
- Opportunities to collaborate with international teams and work autonomously in a multilingual environment

[Job Responsibilities]

We are looking for Distribution Manager to be the business partner and change leader to support our two sales approaches. One being Core Sales with small orders size, high frequency, high speed delivery and the other one being Large Project Sales with large order size, low frequency, high customization delivery.

This position should work closely with Asia North Regional team to drive long term strategy and implement Distribution initiatives.

- The person in charge is responsible for organizing, managing, and developing the functions of Customs, Haulage, Warehousing, Transportation and Customer experience.
- In order to achieve the company's goals and increase customer satisfaction, KPIs of the warehouse/transportation must be continuously improved and managed. To this end, it is necessary to identify the customer's logistics-related demand and propose services that can be introduced.
- Preparation and implementation for regular/irregular audits, etc. must be comprehensively managed.
- Establish a mid- to long-term network strategy, establish and implement feasible action plans, along with continuous review on the supply network strategy.

<Main Tasks>

- Warehouse Management (3PL management)
- Transport management (3PL management)
- KPI management
- Develop business by new contracts through RFQ Process (Bidding)
- Delivery network management
- Efficient logistics cost management
- Improving the logistics process/project management and logistics issues handling
- Managing the Logistics roadmap
- Compliance with regulation
- Team Member Management
- Customer Experience initiatives

<Who is Hilti?>

If you're new to the industry, you might not have heard of us. We provide leading-edge tools, technologies, software and services for the global construction sector. We have a proud heritage, built over 75 years, and a worldwide reputation for pioneering products and exceptional service. With some 30,000 people in more than 120 countries, which we're looking to expand, we're a great place for you to show us your worth, step up to new challenges and grow your career.

<Why should you apply?>

We have an excellent mix of people, which we believe makes for a more vibrant, more innovative, more productive team. So, if you've never worked in construction, that's fine with us.

Success at Hilti is down to teamwork and ability, regardless of your background.

Required Skills

[Key experiences and Minimum criteria]

***Minimum experience / Skill**

- Bachelor degree
- 7 years or more of the relevant experiences
- English and Japanese Fluent Required
- Understanding of the entire company process and business
- Effective communication skills with internal and external stakeholders (government officials, department employees, Hilti employees)
- Problem solving ability, customer-centered mindset
- Responsibility, integrity, fast work style report to Head of Logistics of Japan

Company Description