



## Sales Development Manager - Japanese Speaker

### Job Information

**Hiring Company**

[EcoVadis](#)

**Job ID**

1591421

**Industry**

Software

**Job Type**

Permanent Full-time

**Location**

Tokyo - 23 Wards

**Salary**

8 million yen ~ 11 million yen

**Salary Bonuses**

Bonuses included in indicated salary.

**Refreshed**

June 1st, 2026 00:00

### General Requirements

**Minimum Experience Level**

Over 6 years

**Career Level**

Mid Career

**Minimum English Level**

Fluent (Amount Used: English usage about 50%)

**Minimum Japanese Level**

Native

**Minimum Education Level**

Associate Degree/Diploma

**Visa Status**

Permission to work in Japan required

### Job Description

Our Frontline employees engage and support all companies to leverage EcoVadis solutions in order to foster continuous improvement of sustainable business practices in global supply chains.

This new role reports directly to the Senior Manager Global Sales Development and will be responsible for managing the Sales Development team across the Asia-Pacific-Japan sales region. The Sales Development Manager's primary goals will be to drive pipeline growth through sales development opportunities creation as well as aiming to exceed KPIs.

The Sales Development team is responsible for helping Account Executives build their sales pipeline by generating qualified meetings through outbound activities on target accounts, and inbound activities on Marketing Qualified Leads.

The Sales Development Manager is expected to:

- Own and drive the sales development strategy for the assigned sales regions,
- Collaborate with the Regional Sales Directors of the assigned region in the development of a regional demand

- generation strategy,
- Develop a scalable sales development process and ensure associates adhere to it,
- Monitor the quality of the opportunities sourced by the Sales Development Associates using the company's pre-established criteria,
- Track sales development team metrics to report to sales leadership,
- Analyze data and results to develop plans to address performance gaps,
- Collaborate with Marketing executives to develop inbound demand/lead generation plans,
- Own the team budget and manage direct report expenditures,
- Monitor competition, economic indicators, triggers, and industry trends for the region.

#### People management responsibilities:

- Recruit, onboard, and coach new sales development associates,
- Set annual targets, performance plans, and rigorous standards for Sales Development Associates,
- Meet with direct reports 1:1 to review performance, progress, and target attainment. Counsel, support and coach underperforming sales representatives [Weekly],
- Deliver quarterly performance reviews for each team member
- Plan and implement enablement programs, identify individual and group training needs, and hold regular individual and group coaching sessions to improve sales performance,
- Ensure associates leverage and optimize tech stack use
- Participate in prospect calls and planned field days,
- Co-design a career path for each team member taking into account performance, skills, and professional goals,
- Participate in the organization of meetings/events with Regional Sales Leadership [Weekly, Monthly, Quarterly],
- Organize and hold team building events onsite or offsite [Monthly, Quarterly],
- Motivate the sales development team with monetary intrinsic motivational tactics, such as spiffs, incentive packages, prizes, and public recognition,
- Unite the team, ensure associates work as a positive unit and share their best practices,
- Act as a role model for the team and in accordance with the EcoVadis core values.

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#### Required Skills

- More than 2 years experience successfully managing, coaching and developing a high-performing sales development team
- Proven track record of consistently exceeding targets in an SDR/BDR role for at least 2 years
- **Full professional proficiency in Japanese and English as you will be expected to discuss sustainable procurement practices with senior stakeholders in both languages fluently**
- Experience in developing business across multiple locations across the Asia-Pacific-Japan region
- Bachelor's degree in business, sustainability, procurement or a related field,
- Proficiency with sales tools such as Salesforce, Salesloft, Zoominfo, Sales Navigator
- Excellent time management, prioritization, organizational and communications skills
- Analytical mindset and leveraging of data across all interactions to identify trends and patterns

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#### Company Description