



Country Sales Manager (Korea)

Seoul-based candidates welcome

Job Information

Hiring Company

NeilMed Pharmaceutical, K.K.

Job ID

1594571

Industry

Medical Device

Company Type

Small/Medium Company (300 employees or less) - International Company

Job Type

Permanent Full-time

Location

Korea, South

Salary

7 million yen ~ 12 million yen

Work Hours

09:00 ~ 18:00 (休憩60分)

Holidays

週休二日制(土日祝)※土日に学会対応がある場合、平日代休となります。

Refreshed

June 1st, 2026 09:19

General Requirements

Minimum Experience Level

Over 6 years

Career Level

Mid Career

Minimum English Level

Business Level

Minimum Japanese Level

None

Other Language

Korean - Native

Minimum Education Level

High-School

Visa Status

No permission to work in Japan required

Job Description

«Position Highlights»

- Lead business strategy development and sales channel expansion for the Korean market as the head of the Korea

business

- Take the lead in launching and growing the Korea entity while driving business expansion and team development
- Work closely with the global headquarters and Japan office with significant autonomy in developing the market
- Opportunity to earn up to JPY 12 million annually while gaining valuable management experience as an overseas business leader

Key Responsibilities

As the head of our Korea branch, you will oversee overall business operations and drive the growth of our business in the Korean market.

Leveraging the successful business model established in Japan, you will develop and execute localized business strategies tailored to Korean market practices and medical regulations.

- Business Strategy Development & Execution:
Develop and implement mid- to long-term business strategies and growth roadmaps for the Korean market.
- P&L Management:
Maximize business profitability through budget planning, financial management, and risk control.
- Supply Chain & Sales Channel Development:
Build and expand distribution channels including local drugstores, medical institutions, and e-commerce platforms.
- Organizational Development:
Recruit, lead, and manage the local team while demonstrating strong leadership capabilities.
- Compliance Management:
Ensure operations comply with Korean regulations, including pharmaceutical and labor laws.
- Global Collaboration:
Work closely with the Japan office and U.S. headquarters through regular reporting and strategic alignment.

- Scope of responsibilities may be subject to change based on company requirements.

Background of the Position

We are a U.S.-based global leader in nasal irrigation products with the No.1 market share worldwide.

In the Japanese market, the company achieved an impressive growth rate of 210.8% over the past three years, establishing a dominant market presence. Building on this successful business model, we are now strengthening our Korea business as one of the most important strategic hubs for our expansion across Asia.

We are seeking a highly motivated Country Sales Manager who can take full ownership of developing the Korean market, leading everything from business strategy and organizational development to overall revenue management.

Onboarding & Training

After joining the company, you will first undergo approximately three months of training at our Tokyo headquarters or another overseas location. During this period, you will gain a deep understanding of our products, successful business practices, and company culture before officially assuming the role of head of the Korea entity.

< Products >

- “Sinus Rinse Kit” — the No.1 nasal irrigation system in the United States

【 Employment Type 】

Full-time / Permanent (Managerial position)

- Probation period: 3 months

【 Compensation 】

Annual salary: JPY 7,000,000 – 12,000,000

Monthly salary: From JPY 583,000

Monthly base salary: From JPY 583,000

- Salary review available
- Bonus: Once per year
 - Bonus amount is determined based on company performance.
- Overtime Allowance
 - As this position is classified as a managerial role, overtime pay regulations regarding working hours, breaks, and holidays under applicable labor laws will not apply.

【 Working Hours 】

9:00 AM – 6:00 PM (60-minute break)

【 Location 】

Seoul, South Korea

(Location may be changed according to company requirements.)

- Approximately 4 minutes on foot from Line 9 station
- Fully non-smoking workplace
- No relocation/transfer
- No remote work

【 Holidays & Leave 】

- Two days off per week (Saturday, Sunday, and public holidays)
 - If attendance at academic conferences or events is required on weekends, substitute holidays will be provided on weekdays.
- Year-end and New Year holidays
- Paid leave granted in accordance with Korean labor laws

【 Benefits 】

- Full transportation allowance (based on company policy)
 - Social insurance coverage:
 - Health insurance
 - Pension
 - Employment insurance
 - Workers' compensation insurance
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Required Skills

Required Qualifications

- Currently residing in Seoul, South Korea
- Business-level proficiency in Korean and either Japanese or English
 - Ability to conduct management reporting and business negotiations smoothly in Japanese or English
 - For Japanese candidates: Ability to manage local Korean staff and conduct negotiations with local companies entirely in Korean.
- Strong startup mindset with the ability to build and grow an organization from scratch

Preferred Qualifications

- 5+ years of department management or business management experience
- Sales or business development experience in the medical device or OTC pharmaceutical industry
- Experience developing sales channels with retail stores (such as drugstores) and medical institutions in the Korean market

Hiring Process

- Number of openings: 1
 - Interview process: 2–3 rounds
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Company Description