



## 【スイス外資系】 カントリーセールスマネージャー Country Sales Manager

世界シェア70% 半導体製造装置に不可欠な真空バルブのグローバルメーカー

### Job Information

**Hiring Company**

VAT Japan Ltd.

**Job ID**

1595043

**Industry**

Machinery

**Company Type**

International Company

**Job Type**

Permanent Full-time

**Location**

Tokyo - 23 Wards, Ota-ku

**Salary**

15 million yen ~ 17 million yen

**Refreshed**

June 4th, 2026 12:12

### General Requirements

**Minimum Experience Level**

Over 6 years

**Career Level**

Mid Career

**Minimum English Level**

Business Level

**Minimum Japanese Level**

Native

**Minimum Education Level**

Bachelor's Degree

**Visa Status**

Permission to work in Japan required

### Job Description

**«Job Description & Position Highlights»**

- Oversee the sales organization for the semiconductor industry and be responsible for formulating and driving business growth strategies
- Drive market share expansion by increasing sales of world-class products
- An environment where you can hone your strategic thinking by developing sales strategies and managing the organization
- Collaborate with a global organization, including the headquarters in Switzerland, and play an active role on the international stage

**【Job Responsibilities】**

- Lead sales teams (SEMI, DS, ADV) and develop strategies for business growth
- Drive overall sales activities across the business

< Principal Accountabilities >

#### 1) Leadership & Team Management

- Provide strategic leadership and coordination across cross-functional teams, including:
  - Engineers
  - Service technicians
  - Customer service
  - Product management
  - Finance
- Align team resources and structure to effectively execute global sales strategy
- Manage team performance, including:
  - Annual reviews
  - Personal development
  - Objective setting aligned with corporate goals

#### 2) Strategy & Execution

- Drive corporate sales strategy across a globally matrixed organization
- Develop quarterly and annual growth plans to increase market share and achieve strategic objectives
- Prepare and present annual and quarterly sales forecasts to VAT management

< About VAT Group >

At VAT, we change the world with vacuum solutions. As the world's leading supplier of high-performance vacuum valves, we have been driving innovation for more than 60 years. With over 3,200 employees worldwide, we operate from our headquarters in Haag, Switzerland, with manufacturing sites in Switzerland, Malaysia and Romania, as well as sales and service hubs around the world. We are guided by our passions integrity, teamwork, customer centricity, and innovation – always working together as #oneVAT.

Joining us means becoming part of a passionate, international team where your voice is heard, your ideas matter, and your career growth is supported.

**雇用形態**：無期雇用 \*試用期間有り (3ヶ月)

**想定年収**：1500万円 ~ 1700万円 (月給制)

※スキル・ご経験に応じて相談可能

**就業時間**：固定 (定額) 残業代制

- 就業時間 09:00 ~ 17:00
- 休憩時間 60分 (12:00 ~ 13:00)
- 残業 月 10 時間 ~ 30 時間程度
- 時差出勤制度有り
- フレックスタイム (コアタイム午前11時から午後3時) 在宅勤務制度導入

**勤務地**：東京都 大田区羽田旭町10番11号 MFIP羽田1階

- 穴守稲荷 駅から徒歩10分
- 在宅勤務あり
- 転勤：無し
- 会社の定める事業所
- 出向：無し
- 受動喫煙対策：就業場所 全面禁煙

**休日**：年間休日 125 日

- 完全週休二日制
- 土日、祝日、夏期休暇、年末年始、特別休暇 (結婚、出産、慶弔、育児、介護など)
- 年間有給休暇
- 有給休暇は入社時から付与 (初年度の有給については入社月によって変動します)

**社会保険**：

- 健康保険 厚生年金 雇用保険 労災保険
- 健康保険は産業機械健康保険組合に加入交通費全額支給

**福利厚生**：

- 企業団体生命保険 (会社加入の団体生命保険)
- ベネフィット・ワン (従業員及びその家族で利用可)
- セコム安否確認 (災害等の緊急時に社員の安否確認、安全確保を支援)
- 定期健康診断 (年1回)
- 社内イベント & アクティビティ
- EAP (専門カウンセラーによるサポート)
- 慶弔金制度 (結婚祝い金、出産祝い金、弔慰金)
- OFFICE DE YASAI & SL Creations (置き型のお惣菜提供 (100 ~ 200円))
- インフルエンザ予防接種 (任意・負担額上限：4000円)
- 永年勤続表彰 (勤続年数に応じたりフレッシュ休暇と賞金等の贈呈)
- 定年：満61歳 (65歳まで再雇用制度有り)

## Required Skills

### **【 Requirements 】**

- Experience in SEMI and/or FPD industries (component-level business)
- Experience working in an international organization
- Proven track record in business development
- Ability to communicate effectively across cultures (Asia & Switzerland)
- Experience working within a complex matrix organization
- Experience managing annual and quarterly sales forecasts
- Bachelor's degree in a technical field required
- Strong negotiation skills at C-level
- Ability to work effectively in a team, under pressure, and in a dynamic environment
- Proficiency in: MS Outlook, Excel, PowerPoint / MS Dynamics CRM / WebEx and other Office applications
- Knowledge of vacuum technology and system architecture
- Strong interpersonal, analytical, communication, and time management skills
- Creative, proactive, and positive "can-do" mindset

### **【 Preferred Qualification 】**

- Experience managing global accounts within a publicly traded company
- Master's degree or MBA preferred (or equivalent experience)

\*VAT is an equal opportunity employer. We see ourselves as a responsible and far-sighted employer that offers not only jobs, but also career and personal development opportunities through various training programs. We recognize the value of employee diversity and provide equal employment opportunity for all qualified application that contributes to innovation, improves customer orientation and employee satisfaction. One-step in this direction is to ensure that people are recognized and fairly compensated for their contributions to the company. In 2021, VAT received the Fair-ON-Pay+ certificate as an acknowledgement for our commitment in ensuring equal pay for equal work between men and women.

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## Company Description