



Sales Director 👍 Exclusive job

Job Information

Hiring Company

EcoVadis

Subsidiary

EcoVadis Japan K.K.

Job ID

1598028

Industry

Software

Company Type

Large Company (more than 300 employees) - International Company

Non-Japanese Ratio

Majority Non-Japanese

Job Type

Permanent Full-time

Location

Tokyo - 23 Wards, Chiyoda-ku

Train Description

Yurakucho Line, Kojimachi Station

Salary

20 million yen ~ 25 million yen

Salary Commission

Commission paid on top of indicated salary.

Refreshed

July 2nd, 2026 02:00

General Requirements

Minimum Experience Level

Over 6 years

Career Level

Executive

Minimum English Level

Fluent (Amount Used: English usage about 50%)

Minimum Japanese Level

Native

Minimum Education Level

Bachelor's Degree

Visa Status

Permission to work in Japan required

Job Description

As the Sales Director for Japan, you will be the driving force behind our regional growth, overall sales strategy, and market success. Leading a dedicated team of 5 Account Executives, you will inspire them to achieve and exceed sales targets and company KPIs.

At EcoVadis, leadership is a compass for growth. You will not just manage processes; you will Lead with Vision and Coach to Impact. This means you will empower your team through insightful questioning, constructive feedback, and the psychological safety needed for them to own their development, navigate challenges, and take true accountability.

Responsibilities

Strategy & Visionary Leadership:

- Define and execute the overall sales strategy for Japan in alignment with EcoVadis' global goals.
- Lead, manage, and mentor the Japan Regional Sales team, adapting your leadership style to meet the moment and drive maximum impact for our customers.
- Collaborate with global sales leadership to ensure global consistency while respecting local market nuances.

Sales Oversight & Operational Excellence:

- Oversee the achievement of regional targets, ensuring alignment with broader company objectives.
- Maintain rigorous pipeline discipline, CRM hygiene (Salesforce), and high quarterly forecast accuracy.
- Collaborate closely with Marketing, Sales Development, Customer Success, and Sales Strategy to streamline the local buyer's journey and maximize opportunities.
- Review and analyze sales data to identify market trends and make data-driven strategic decisions.

Team Coaching & Development:

- Drive recruitment, onboarding, training, and continuous development strategies for new and existing Account Executives.
- Act as a coach rather than a director by asking insightful questions and creating space for Account Executives to own their pipelines and navigate complex enterprise deals.
- Design training programs in tandem with Sales Enablement to foster a culture of excellence, continuous improvement, and shared best practices.
- Proactively address underperformance with constructive feedback and supportive coaching to maintain a high-performing, highly motivated team.

Relationship Management & Cultural Acumen:

- Cultivate and maintain high-level relationships with key enterprise clients, partners, and senior stakeholders in Japan.
- Act as the primary bridge between the Japan sales ecosystem and senior global leadership.

Required Skills

- **Experience:** 7+ years in a senior sales leadership role, ideally within SaaS, sustainability or the procurement sector.
- **Language Fluency:** Full professional fluency (written and oral) in both English and Japanese. You must be comfortable navigating complex sustainability and procurement discussions with C-suite stakeholders in both languages.
- **Cultural Mastery:** Native-level Japanese expertise or a JLPT N1 certification, with a proven track record of managing Japanese corporate etiquette, long sales cycles, and regional stakeholder relationships.
- **Skills:** Exceptional interpersonal, analytical, and organizational skills. A data-driven mindset for identifying market patterns.
- **Tech Stack:** Proficiency in Salesforce, Salesloft, and AI collaboration tools (e.g., Claude and Gemini).
- **Mission-Driven:** A genuine passion for sustainability, ESG, and corporate social responsibility.

Company Description