



PR/160748 | Regional Commercial Manager - Beauty & Personal Care

Job Information

Recruiter

JAC Recruitment Malaysia

Job ID

1600317

Industry

Retail

Job Type

Permanent Full-time

Location

Malaysia

Salary

Negotiable, based on experience

Refreshed

June 30th, 2026 10:41

General Requirements

Minimum Experience Level

Over 10 years

Career Level

Mid Career

Minimum English Level

Business Level

Minimum Japanese Level

None

Minimum Education Level

Associate Degree/Diploma

Visa Status

No permission to work in Japan required

Job Description

COMPANY OVERVIEW

A leading global retail brand, is hiring a **Regional Commercial Manager**. This is an exciting opportunity for a commercially driven leader to oversee regional business performance, drive strategic growth initiatives, manage key partnerships, and contribute to the continued expansion of one of the world's most recognized beauty and personal care brands.

JOB RESPONSIBILITIES

Grow & Drive Business

- Delivering sales, profit, and key performance outcomes across multiple international markets, ensuring alignment with global commercial objectives.
- Localize global strategies (pricing, assortment, promotional cadence) for execution across diverse regions and franchise partners.

- Conduct ongoing business assessments with franchise collaborators in different countries, identifying risks, opportunities, and required interventions.
- Leverage consumer insights and market trends from varied global markets to shape commercial plans that drive revenue.
- Provide continuous intelligence on regional consumer behaviors, competitive landscapes, and cultural nuances to inform global strategy.

Operational & Commercial Excellence

- Ensure flawless execution of merchandising, seasonal campaigns, and customer experience across international markets and channels.
- Lead the Retail Operations Manager to elevate franchise field/store leadership capability across countries and regions.
- Support new store openings and major initiatives throughout multiple global markets, ensuring consistency with global standards while adapting to local needs.
- Safeguard a seamless customer journey across all BBW channels, including international digital platforms, shop-in-shops, and marketplaces

Partner Relationships

- Serve as the primary commercial contact for multiple franchise partners operating in different countries, fostering strong, trust-based relationships.
- Build and maintain collaborative partnerships through structured communication and joint business reviews across regions.
- Cascade global priorities and initiatives across a geographically dispersed portfolio of markets

Financial Management

- Oversee consolidated commercial performance (sales, margin, store efficiency) across multiple geographies, ensuring accurate global forecasting and budgeting.
- Deliver precise market forecasts, budgets, and financial submissions in partnership with MP+A and international franchise partners.

Talent & Team Leadership

- Manage and develop a team of Retail Operations Managers in-market, providing direction, mentoring, and performance feedback. • Lead and mentor in-market teams and collaborate with franchise leadership across regions and time zones, influencing recruitment and succession planning globally.
- Build high performing, engaged teams that uphold brand values and deliver consistent customer experiences across international markets.

JOB REQUIREMENTS

- 10+ years of commercial leadership experience in international retail, personal care, or consumer goods.
- Demonstrates competence in managing P&L, forecasting, and monitoring critical metrics.
- Experience in franchise, licensing, or partner-led business models.
- Ability to apply consumer insights to drive revenue and optimize execution.
- Demonstrated success working cross-functionally, particularly with MP+A, supply chain, and marketing teams.
- Strong leadership skills with experience managing remote and in-market teams.
- Excellent communication, negotiation, and cross-cultural collaboration skills.

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#countrymalaysia

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Company Description