

Fragrance and Beauty Products Demand Planner

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Job Information

Recruiter
JAC Recruitment Co., Ltd.

Hiring Company
非公開

Job ID
1602017

Industry
Apparel, Fashion

Company Type
International Company

Job Type
Permanent Full-time

Location
Tokyo - 23 Wards

Salary
5 million yen ~ 8 million yen

Work Hours
09:30 ~ 18:00

Holidays
詳細は求人ご紹介時にご案内いたします。

Refreshed
November 27th, 2026 15:00

General Requirements

Career Level
Mid Career

Minimum English Level
Fluent Level

Minimum Japanese Level
Native Level

Minimum Education Level
Bachelor's Degree

Visa Status
Permission to work in Japan required

Job Description

【求人No NJB2392691】
The Demand Planning function is responsible for ensuring optimal product availability while maintaining healthy inventory levels for a single premium beauty brand across multiple distribution channels in Japan market including department stores e commerce directly operated stores and travel retail.

Operating within a well established S OP framework the role requires close collaboration with cross functional teams and alignment with global stakeholders to deliver a consensus driven demand plan.

The business is characterized by:
・A single brand portfolio with high SKU complexity across multiple categories shades and frequent new product launches
・A multi channel distribution model with distinct demand patterns customer behaviors and service level expectations
・Strong demand volatility driven by market trend campaigns seasonality and channel specific events
・A global supply network with long lead times and limited short term flexibility

Key performance indicators IKPI） for this role include forecast accuracy forecast bias inventory coverage and air freight usage.

In this context “Demand Planner” is expected to understand market trends take responsibility for improving forecast quality negotiate with global stakeholders to support the Japan business and actively contribute to the S OP cycle.

The role also contributes to continuous improvement in planning performance and supports better decision making through data analysis and the provision of actionable insights.

II. EXISTING AND FUTURE STAKES
The Demand Planning function is expected to play an increasingly strategic role in supporting business growth and operational excellence.

Key transformation areas include:

・Enhancing forecast accuracy and reducing bias through improved use of data analytics and demand sensing

・Actively support the enhancement of the S OP process by providing data analysis and insights to enable faster and more agile decision making across functions

・Support better understanding of demand signals across channels through data analysis and visualization contributing to improved demand visibility

・Optimizing inventory management to balance service levels and working capital more effectively.

・Reducing reliance on air freight by improving planning discipline and anticipation of risks

III. RESPONSIBILITIES AND ACCOUNTABILITIES
“Demand Planner” is responsible for the followings:

・Demand Forecasting Analysis

Develop and maintain accurate demand forecasts at SKU and channel level by leveraging market trends historical data statistical models and business insights. Continuously monitor forecast performance（accuracy and bias） and identify drivers of variances.

S OP Process Support
Support the monthly S OP cycle by providing data analysis and preparing relevant materials to ensure alignment of demand assumptions across Sales Marketing and Finance. Prepare and analyze demand reviews materials by consolidating key insights risks and opportunities and support decision making.

Cross functional Collaboration
Partner closely with Sales and Marketing teams to integrate commercial plans product launches and promotional activities into the demand plan. Align with global supply chain team to ensure feasibility and optimize service levels and inventory.

Inventory Service Level Management
Balance product availability and inventory coverage targets minimizing both stock outs and excess inventory. Proactively identify supply risks and propose mitigation actions.

Performance management
Continuous Improvement. Tack and report key KPIs including forecast accuracy inventory coverage and air freight usage. Drive initiatives to improve forecast quality reduce volatility and enhance planning processes.

Stakeholder Communication
Effectively communicate report and negotiate with local and global stakeholders providing transparency on demand outlook and key assumptions. Act as a trusted business partner within the organization.

Required Skills

University degrees or higher education

Experience in beauty fashion or FMCG
3+ years of experience in demand and supply planning
Work with a long term perspective with growth mindset
Strong communication skills and ability to effectively drive cross functional collaboration within the organization
Broad knowledge and understanding of the retail and distribution industry
Intermediate to advanced proficiency in Excel（Function/Formula and Pivot are minimum） hands on experience with Power Pivot and SQL is a plus
Ability to create Power Point presentations from scratch
Strong logical thinking and advanced analytical skills with a high level of numerical aptitude

Highly curious with strong adaptability to innovation and change
Business level English proficiency（TOEIC 800 or above preferred）. Ability to collaborate globally and participate in meetings and presentations in English
Able to travel alone internationally（Possibility to take an annual business trip）

Company Description

ご紹介時にご案内いたします