

Senior Sales Manager

Job Information

Recruiter[Planet Pharma](#)**Job ID**

1607290

Industry

Pharmaceutical

Company Type

Large Company (more than 300 employees) - International Company

Non-Japanese Ratio

Majority Japanese

Job Type

Permanent Full-time

Location

Tokyo - 23 Wards, Chuo-ku

Salary

10 million yen ~ 15 million yen

Salary Bonuses

Bonuses included in indicated salary.

Work Hours

40 hours a week

Refreshed

September 9th, 2026 06:00

General Requirements

Minimum Experience Level

Over 6 years

Career Level

Mid Career

Minimum English Level

Business Level

Minimum Japanese Level

Fluent

Minimum Education Level

Bachelor's Degree

Visa Status

Permission to work in Japan required

Job Description

Role Purpose

The Senior Sales Leader (L7) is responsible for driving sales performance, execution excellence, and team effectiveness within an assigned scope in Japan. The role translates country and regional strategy into practical sales plans, ensures disciplined execution, and develops front-line sales managers and senior sales professionals. This position plays a critical role in Japan sales execution, acting as a bridge between strategic direction and field execution, while contributing input to planning, forecasting, and performance reviews.

Main Tasks

Sales Performance & Execution (Japan):

- Drive revenue, budget achievement, and pipeline performance within assigned scope
- Execute annual sales plans aligned with Japan AOP and country priorities
- Monitor forecasting accuracy, deal progression, and conversion discipline
- Identify execution gaps and implement corrective actions in a timely manner

Go-to-Market & Distributor Execution:

- Implement Japan go-to-market strategy within assigned territories or segments
- Ensure effective collaboration with distributors and channel partners
- Support portfolio promotion and workflow selling in line with Japan priorities
- Provide structured feedback on market trends, competitor activity, and customer needs

People & Team Leadership (L7 focus):

- Lead, coach, and develop sales managers and senior individual contributors
- Set clear performance expectations and support PES goal achievement
- Drive execution discipline through regular reviews, coaching, and field engagement
- Support talent development and succession planning within the assigned team

Cross-Functional Collaboration (Japan):

- Work closely with Market Development, Marketing, Sales Application, Service, and Commercial Operations
- Support cross-functional execution of campaigns, launches, and key initiatives
- Act as a communication bridge between field teams and senior leadership
- Ensure adherence to company processes, governance, and compliance requirements

Planning & Reporting Contribution:

- Drive Japan AOP, forecasting, and quarterly business reviews
- Provide fact-based input on pipeline, risks, and resource needs
- Track lost business and execution challenges to inform improvement actions

Required Skills**Education / Knowledge:**

- Master's degree or above required in bioscience or related field
- MBA is a plus
- More than ten year experience in sales and marketing, in particular within life science and the healthcare industries.
- More than three year experience in sales leadership or senior sales management
- Experience in sales leadership including distributor and commercial partner engagement in Japan
- Has exposure to global or regional matrix organizations
- Accountability – Ownership of results within defined scope
- Execution Excellence – Ability to articulate plans into consistent field execution and actions
- People Leadership – Coaching and development, must be a team player
- Stakeholder Collaboration – Effective coordination across functions and partners
- Communication – Excellent listening, influencing and communication skills
- Languages – Japanese native and English fluent

Company Description