



Business Analyst

株式会社SABON Japanでの募集です。 事業企画・事業開発のご経験のある...

Job Information

Recruiter

JAC Recruitment Co., Ltd.

Hiring Company

株式会社SABON Japan

Job ID

1613758

Industry

Daily Necessities, Cosmetics

Company Type

International Company

Job Type

Permanent Full-time

Location

Tokyo - 23 Wards

Salary

6 million yen ~ 7 million yen

Work Hours

10:00 ~ 19:00

Holidays

【有給休暇】入社7ヶ月目には最低10日以上 【休日】完全週休二日制 土 日 祝日 GW 年末年始 ※ご入社前に雇用主にご確認ください...

Refreshed

September 17th, 2026 17:40

General Requirements

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

【求人No NJB2412399】

Responsibilities /Ares of focus

1. Financial Planning Forecasting

Under the supervision of the COO prepare:

- Annual Budget and strategic planning processes
- Monthly and quarterly forecasts

- Sales margin and operating expense projections
- Headcount and personnel cost forecasts
- Cash and working capital forecasts when relevant

Contribute to the consolidation of assumptions from different departments and ensure consistency and accuracy of financial projections.

Maintain and continuously improve planning and forecasting files and tools.

2. Monthly Performance Reporting

The FP A analyst will be in charge of the monthly closing (jointly with accounting team) and management reporting process.

Prepare and analyze:

- Net Sales performance
- Gross Margin
- Operating Expenses
- EBITDA / operating profitability
- Variances versus Budget Forecast and Previous Year
- Performance by channel including Retail and E Commerce

Help identify the key drivers behind performance deviations and prepare clear explanations for management.

Contribute to monthly Business Reviews and Finance Reviews.

3. Business Performance Analysis

Provide financial analysis to support business teams and management in understanding performance and making informed decisions.

Depending on business priorities analyses may include:

- Store and Retail performance
- E Commerce performance
- Marketing investments and ROI
- Promotional performance
- Customer and CRM economics
- Product/category profitability
- Distribution and channel profitability
- Cost structure and productivity
- Inventory together with Logistics/ Supply Team members.

Develop relevant KPIs and dashboards to facilitate performance monitoring.

4. Business Partnering

Work closely with different functions including:

- Retail
- E Commerce
- Marketing CRM
- Operation team (Supply Chain IT)
- HR
- Accounting

Support business teams in understanding their financial performance and budget consumption.

Help challenge assumptions and translate operational initiatives into financial impacts.

Progressively develop the ability to provide recommendations based on financial and business analysis.

5. Data Tools Process Improvement

Contribute to improving the reliability efficiency and automation of financial reporting and planning processes.

Support:

- Data collection and reconciliation
- Reporting automation
- Dashboard development
- Standardization of financial templates
- Improvement of planning and forecasting processes

Ensure consistency between financial data and operational KPIs.

6. Finance Transformation Projects

Participate in transversal Finance and business projects according to priorities.

This may include:

- Development of new reporting tools
- Improvement of financial processes
- Business cases and investment analyses
- Retail network optimization analyses
- Digital and E Commerce projects
- Finance system or data projects

The FP A Analyst may also collaborate with Asia Business unit and Group Finance teams on selected reporting planning and transformation initiatives.

Required Skills

■ Requirements

- Ideally 2 - 5 years of experience in Finance FP A controlling audit or financial analysis.

- Previous experience in Retail Beauty Luxury FMCG or E Commerce would be an advantage but is not mandatory.
- Strong potential and analytical capabilities will be considered as important as previous industry experience.

■Technical Skills

- Strong analytical and numerical skills
- Good understanding of P L and basic financial concepts
- Strong Excel skills
- Ability to manipulate and analyze financial and operational data
- PowerPoint proficiency
- Experience BI or financial planning tools is a plus
- Interest in data visualization and reporting automation is highly appreciated.

■Personal Attributes

We are looking for someone who is:

- Analytical and rigorous
- Curious and eager to understand the business behind the numbers
- Reliable and detail oriented
- Proactive and solution oriented
- Comfortable working with multiple stakeholders
- Able to manage priorities and deadlines
- Willing to learn and progressively take ownership
- Comfortable working in an international and evolving environment

We are looking for someone ambitious willing to learn and evolve. This position is subject to further evolution and wider scope.

Company Description

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