Senior Sales Manager | Enterprise Network Solutions | Hybrid WFH

Global Company | ¥13M~¥18M OTE

Job Information

Hiring Company
BlueCat Japan K.K.

Job ID
1616372

Industry
Software

Company Type
International Company

Job Type
Permanent Full-time

Location
Tokyo - 23 Wards

Salary
6.5 million yen ~ 9 million yen

Salary Commission
Commission paid on top of indicated salary.

Refreshed
November 4th, 2026 14:00

General Requirements

Minimum Experience Level
Over 10 years

Career Level
Mid Career

Minimum English Level
Business Level

Minimum Japanese Level
Native Level

Minimum Education Level
High-School

Visa Status
Permission to work in Japan required

Job Description

Compensation

Annual OTE: ¥13,000,000 – ¥18,000,000

Compensation Structure: 50% Base / 50% Commission

Benefits & Perks

Our comprehensive benefits encompass your health, financial well-being, and overall wellness, and we are committed to providing an exceptional work environment, enriching employee programs, and fostering a remarkable company culture.

In addition, we offer a range of appealing perks, including:

- **Professional Development Budget**
- **Dedicated Wellness Days and Wellness Week**
- **Lifestyle Spending Account**
- **Employee Recognition Program**

At our core, we champion values such as transparency, curiosity, respect, and above all, the pursuit of enjoyment.

About BlueCat

We're BlueCat—a Great Place to Work for good reason.

Our team solves critical network challenges for some of the world's largest organizations. In simple terms, we manage the systems that keep networks running smoothly, securely, and reliably—the backbone infrastructure that powers digital transformation for enterprises globally.

Our **Intelligent Network Operations** platform delivers and enables AI-driven agentic ops at scale, automating and simplifying how companies manage, secure, and optimize their networks.

But what makes us different is how we work: we believe great work happens in an environment where you're trusted, heard, and supported.

With teams globally, we're building a workplace culture that values collaboration and integrity as much as innovation. If you're looking to advance your career with a company that invests in its people, this is it.

The Role

We are seeking an experienced and results-driven **Senior Sales professional** to drive revenue growth in Japan, develop strategic partner and customer relationships, and expand market presence in Japan.

The successful candidate will be responsible for managing key accounts, finding new business opportunities, and leading the full sales cycles by collaborating with Japan's technical team and other cross-functional teams to achieve business objectives.

If you share our enthusiasm for the future of our company and are eager to contribute to our vibrant workplace, we look forward to receiving your application!

Work Conditions

- **Employment Type:** Permanent, Full-Time
- **Location:** Japan Office
- **Work Style:** Hybrid
- **Working Hours:** Regular working hours with flexibility due to the international nature of the organization
- **Annual OTE:** ¥13,000,000 – ¥18,000,000
- **Compensation Structure:** 50% Base / 50% Commission

Required Skills

- **10+ years of sales experience**
- **Japanese:** Native level
- **English:** Fluent communication ability

Join us in shaping the future of our organization, where your talent and dedication can truly thrive. We invite you to apply and become a valuable member of our team!

BlueCat is an Equal Opportunity Employer that is committed to inclusion and diversity. We also take affirmative action to offer employment and advancement opportunities to all applicants, including minorities, women, protected veterans, and individuals with disabilities. BlueCat will not discriminate or retaliate against applicants who inquire about, disclose, or discuss their compensation or that of other applicants.

We may use artificial intelligence (AI) tools to support parts of the hiring process, such as reviewing applications, analyzing resumes, or assessing responses and identifying potential inconsistencies or verification signals in application materials based on available information. These tools assist our recruitment team but do not replace human judgment. Final hiring decisions are ultimately made by humans. If you would like more information about how your data is processed, please contact us.

Company Description