Country Manager

Job Information

Recruiter
Build Plus K.K.

Job ID
1618848

Industry
Other (Distribution, Retail, Logistics)

Company Type
Small/Medium Company (300 employees or less) - International Company

Job Type
Permanent Full-time

Location
Tokyo - 23 Wards

Salary
18 million yen ~ 35 million yen

Refreshed
November 19th, 2026 07:00

General Requirements

Minimum Experience Level
Over 10 years

Career Level
Executive

Minimum English Level
Business Level

Minimum Japanese Level
Native Level

Minimum Education Level
Bachelor's Degree

Visa Status
Permission to work in Japan required

Job Description

[About the Company]

Our client is a fast-growing international logistics and e-commerce solutions provider supporting businesses with cross-border logistics, fulfillment, and supply chain solutions.

As the company continues to expand its presence in Japan, they are looking for a highly commercial and entrepreneurial **Country Manager** to drive the next stage of growth in the market.

[The Role]

The Country Manager will lead the growth of the Japan business, with a strong focus on sales, business development, market expansion, and strategic partnerships.

This is a highly commercial role for someone who enjoys building businesses, developing new customers, identifying market opportunities, and personally driving key commercial relationships.

While the Country Manager will have overall responsibility for the Japan business, the primary focus will be on growing revenue and expanding the company's customer base and market presence.

Key Responsibilities

- Own and execute the commercial growth strategy for Japan.
- Drive **new customer acquisition and business development**, identifying and converting opportunities across the Japanese market.
- Personally lead strategic sales opportunities and relationships with key prospects and customers.
- Build a strong pipeline of opportunities across e-commerce, cross-border logistics, fulfillment, and related services.
- Develop and execute go-to-market strategies to accelerate revenue growth and market penetration.
- Identify new market segments, partnerships, and commercial opportunities.
- Build long-term relationships with senior decision-makers at prospective and existing customers.
- Lead commercial negotiations, proposals, and major customer agreements.
- Take ownership of revenue targets, forecasting, budgets, and overall country P&L.
- Work closely with operations and regional teams to ensure solutions proposed to customers can be delivered effectively.
- Represent the company in the Japanese market and strengthen its presence within the local logistics and e-commerce ecosystem.
- Build and develop the local organization as the Japan business scales.
- Provide market intelligence and customer insights to regional and global leadership.

Required Skills

Requirements

- Strong track record in **sales, business development, or commercial leadership**, ideally within logistics, supply chain, e-commerce, fulfillment, or related industries.
- Demonstrated success in **winning new business and growing revenue** in the Japanese market.
- Strong network and understanding of the Japanese B2B market.
- Experience developing relationships with senior-level customers and strategic partners.
- Solid understanding of logistics, supply chain, cross-border delivery, or e-commerce operations.
- Experience owning commercial targets and ideally P&L responsibility.
- Entrepreneurial and hands-on approach, with the ability to build a business rather than simply manage an established operation.
- Strong negotiation, communication, and stakeholder management skills.
- Comfortable working in a fast-paced, international, and growth-oriented organization.
- Native-level or business-fluent Japanese and professional English communication skills.

Company Description