

【800万円 ~ 】【東京】Head of Pet Nutrition Japan

ピュアサーモンジャパン株式会社での募集です。 営業管理職のご経験のある方は歓迎...

Job Information

Recruiter
JAC Recruitment Co., Ltd.

Hiring Company
ピュアサーモンジャパン株式会社

Job ID
1620025

Industry
Food and Beverage

Company Type
International Company

Job Type
Permanent Full-time

Location
Tokyo - 23 Wards

Salary
8 million yen ~ Negotiable, based on experience

Work Hours
08:00 ~ 17:00

Holidays
【有給休暇】有給休暇は入社後7ヶ月目から付与されます 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 年...

Refreshed
October 29th, 2026 18:21

General Requirements

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

【求人No NJB2399358】
【Role Purpose】
Pure Salmon Japan is developing a pet nutrition business connected to a broader RAS salmon ecosystem and a new dry pet food manufacturing platform in Japan.
The company's initial strategic priority is to build an industrial and commercial foundation through White/Private Label production customer qualification product portfolio discipline and business development. Over time the platform may evolve

toward premium products RAS based recipes outsourced wet formats and potentially proprietary brand opportunities.
Pure Salmon Japan is seeking a Head of Pet Nutrition Japan to own and drive the business side of the Pet Nutrition activity. This role functions as the Business Unit Head for Pet Nutrition Japan.
The successful candidate will not only manage sales or product development but will own the commercial and strategic development of the Pet Nutrition activity: business strategy customer pipeline negotiations product portfolio direction pricing margins KPIs and coordination with the factory.
This role is designed for a business builder who can translate strategic optionality into executable commercial opportunities. It is not a pure commercial role not a pure product role and not a factory operations role. It is a business ownership role for the Pet Nutrition activity in Japan.

【Mission】
The mission of the Head of Pet Nutrition Japan is to transform Pure Salmon Japan's pet nutrition strategy into a commercially viable measurable and scalable business.
The role will focus on:
・defining and executing the Pet Nutrition business strategy in Japan;
・building the White/Private Label customer pipeline;
・leading commercial negotiations with customers and partners;
・shaping the product portfolio and innovation roadmap;
・managing pricing margins revenue targets and KPIs;
・supporting the commercial ramp up of the dry pet food factory;
・assessing future opportunities for RAS based products wet formats and proprietary brands;
・coordinating internal teams to ensure that commercial ambition remains aligned with industrial capability.
The role is broad by design but the first year should not attempt to activate all strategic paths at once. The first priority is to build a credible White/Private Label and commercial foundation aligned with factory readiness. Premium RAS based wet format DTC or proprietary brand opportunities should be sequenced according to proven customer demand margin potential and operational readiness.

【Key Responsibilities】
・Business Strategy Ownership
・Commercial Development Customer Pipeline
・Commercial Negotiations
・Product Portfolio Innovation Roadmap
・KPI Management Business Performance
・Factory Operations Interface
・Market Intelligence Competitive Positioning
・Partnerships External Ecosystem
・Financial Discipline Business Cases

Required Skills

・10+ years of experience in pet food pet nutrition animal nutrition or closely related food / consumer / industrial categories.
・Direct pet food pet nutrition or animal nutrition experience.
・Strong commercial and business development experience.
・Proven ability to build a business customer pipeline commercial function or new market from an early stage.
・Proven ability to lead negotiations with customers distributors retailers industrial partners or strategic accounts.
・Experience working with or alongside manufacturing factory operations technical teams QA R D supply chain and finance.
・Strong understanding of how industrial capacity MOQ formulation complexity QA customer specifications and production constraints affect commercial strategy.
・Ability to manage business performance through revenue margin pipeline customer conversion and KPI tracking.
・Ability to read challenge and use business cases pricing models margin analysis and commercial forecasts.
・Strong strategic thinking combined with hands on execution.
・Fluent English.
・Ability to operate in an early stage or under built business environment.

Company Description

（１）アトランティックサーモンの陸上養殖（RAS式）・加工事業　（２）スモークサーモンの輸入販売事業（２）ペットフードの輸入事業