

RETAIL OPERATIONS MANAGER

Birkenstock Japan株式会社での募集です。 エリアマネージャー・...

Job Information

Recruiter
JAC Recruitment Co., Ltd.

Hiring Company
Birkenstock Japan株式会社

Job ID
1625071

Industry
Apparel, Fashion

Company Type
International Company

Job Type
Permanent Full-time

Location
Tokyo - 23 Wards

Salary
5 million yen ~ 6.5 million yen

Work Hours
09:00 ~ 18:00

Holidays
【有給休暇】有給休暇は入社時から付与されます 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 GW 夏季...

Refreshed
November 26th, 2026 16:14

General Requirements

Career Level
Mid Career

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

【求人No NJB2365413】
Purpose and objectives of the job:
・ Manage retail operations related activities for Birkenstock in Japan
・ Support the Head of Retail JP in all aspects associated with opening of new owned Retail stores plan organize direct and follow up on all aspects of the direct retail operations.

Tasks and responsibilities:
・ Support Head of Retail to work with mall operators and real estate resource to source review and determine new retail locations
・ Support to plan P L and create a per door business model that will generate operating profit and be cash flow positive
・ Support Head of Retail to work with Marketing and Creative services to determine store environment to manifest the brand DNA at retail ・ develop and work with local vendors and suppliers and/or use Global resources to execute fixtures store layout stock capacity and all elements of the retail environment.
・ Work with Head of Retail on adaptation（ local culture and laws ） and implementation of staff training and orientation program
・ Work with Head of Retail on implementation of daily and monthly sales reports（ quantitative and qualitative ） in each store guaranteeing quality of daily reports conducting in depth analysis of results presented in those reports and using such information to make decisions regarding staff time schedules suggest promotional activities etc
・ Work with Head of Retail and merchandising sales and marketing team to create product flow at retail and insure key collection focus and key item focus matches retail/wholesale timelines Work with merchandising and sales to insure proper product mix is executed ・ core silhouettes owned to meet demand and seasonal/limited edition silhouettes and collections presented to sell out of inventory and maintain “relative market scarcity” and thus drive greater demand
・ Daily monitor sales and inventory per store and suggest weekly replenishment of products to each store working closely with Logistics Department and Store Managers on shipping and receiving of goods.
・ Support the Head of Retail in leading all aspects of management of Retail staff（ time schedules vacation planning hiring uniforms ） and day to day operation and maintenance of stores（ cleaning supplies equipment systems ）
・ Conduct periodic formal evaluation of Store Managers including development goals and employee feedback and ensure that same evaluations are being conducted periodically with every staff member in all stores.
・ Follow up on monthly sales targets communicate them to store managers and closely monitor how those targets are communicated and tracked daily with staff.
・ Ensure proper execution of key operational tasks at store level（ open and closing of stores receiving of goods closing of cashier return and product exchange processes monthly inventory count ）
・ Identify propose and support Omni channel（ Retail + Ecom ） innovation and integration opportunities to further drive sales and deliver exceptional consumer experience at all touch points
・ Support the development and execution of online offline digital strategy and integration projects

Interfaces / Relationships:
・ Interact with Head of Retail on constant exchange of information and best practices
・ Maintain constant relationship with Mall Operators and providers of any services or products directly related to our stores.

Required Skills

Competencies:
・ Ability to create a great team and keep them inspired to sell and meet objectives
・ Well developed financial/reporting analytical skills
・ Able to work independently（ managing day to day operations of all stores ） while understanding the role of Retail as part of a larger and more complex organization

Qualifications:
Education ・ bachelor’s degree in Retail Business Management or related field is preferred
Professional experience Must have retail experience in both store operations as well as Buying/Inventory management
Specialty Know how ・ Retail and Fashion Footwear/Apparel
Language Skills and competency level ・ Fluent Japanese Advanced English
IT（ Microsoft Office ） skills

Company Description

ビルケンシュトックは、そのルーツを1774年のドイツに遡るグローバルブランドです。創業当初より人々の足の健康を守るという意志に基づき、機能的で高品質な製品を提供するタイムレスなブランドとして、世界中で愛され続けています。＜ドイツに根付いたグローバルブランド＞グローバルに展開するビルケンシュトックは、世界でトップ5のフットウェアブランドであり、同時に、世界で最も知名度の高いドイツブランドの一つでもあります。ビルケンシュトックでは素材や部品の90％以上をヨーロッパ圏内で調達し、製品の95％以上をドイツで製造しています。素材テストのための最先端ラボを自社内に設けることで、業界で最も高い環境的・社会的基準に従って靴づくりに取り組んでいます。＜フットベッド（中敷）の生みの親＞ビルケンシュトックは、お客様の生活をよりシンプルで美しくするための製品作りを心掛けています。その中心となるのは解剖学に基づいた形状のフットベッドです。今日では快適さを表すために広く一般に使われているこのフットベッドは、ビルケンシュトックによって生み出されました。そして、フットベッドは我々が行うすべての活動の哲学とスタンダードでもあります。 人々の”自然な歩行”を促す、ビルケンシュトックというブランドの核となるものです。