



Head of Sales, Japan/ 日本セールスディレクター

Hybrid working, F500 company, Permanent

募集職種

人材紹介会社

ADP Japan合同会社

求人ID

1473616

業種

その他（コンサルティング・土業）

会社の種類

大手企業 (300名を超える従業員数) - 外資系企業

雇用形態

正社員

勤務地

その他東京

給与

2000万円 ~ 2500万円

更新日

2024年05月08日 02:00

応募必要条件

職務経験

10年以上

キャリアレベル

エグゼクティブ・経営幹部レベル

英語レベル

流暢

日本語レベル

ネイティブ

最終学歴

大学卒：学士号

現在のビザ

日本での就労許可が必要です

募集要項

Key Responsibilities:

- Responsible for the selection, performance and development of Sales Associates.
- Coach, support and develop Sales Associates. Conduct quarterly performance reviews and prepare development plans; monitor performance against agreed targets, and take action as necessary.
- Host regular one-on-one catch-ups, team meetings and training sessions to improve effectiveness and knowledge of the Sales Associates.
- Primarily responsible for the on-boarding of Sales Associates.

- To grow market share and revenue for ADP. To represent ADP in the market, and raise the profile of the organization through interactions.
- Balances business needs (margin, service-ability) with market demand and solutions focus.
- To contribute to longer term sales and growth strategies.
- Delivery of recurring revenue sales target.
- Delivery of accurate sales forecasts and situation reports as determined by senior management.
- Delivery and execution of business plan.
- Fiscal responsibility around expenses to align to national budget.
- To act as liaison internally on new approaches, crafting solutions, performing due diligence on prospective solutions.
- Active engagement in key MNC, Multi Country Payroll, Enterprise & Mid-Market level sales processes and internal strategy sessions to maximize close rates.
- Negotiate pricing and contractual conditions in conjunction with Sales Associate and Internal Counsel of ADP.
- Business conversations with C-level contacts (CEO/CFO/CIO) to promote outsourcing as a business strategy.
- Input to product development teams and keep up to date on legislative and product changes.
- Monitor, evaluate and report on market conditions including competitor product strategies, win/loss data, industry trends, potential acquisition targets or new markets.
- Track statistical sales trends and provide insight to the business via reporting and presentations.
- Work effectively across departments (Finance, Implementation, Service, HR) to ensure client satisfaction, Associate and client effectiveness/retention.
- Deliver effective presentations, internal and external to ADP.
- Be a presence in the payroll/HR community at events and through associations. Conduct presentations at industry and client/prospect events. Promote the best of breed and global branding of ADP.

スキル・資格

Experience:

- Previous sales management experience (3-5 years) in large Enterprise and Multi-National markets (1000+ employees) with proven track record in achieving targets and driving Associate retention in Japan market.
- Proven previous successful sales experience to senior decision makers in fortune 500 companies, preferably in Finance, HR/Payroll or IT service areas.
- Experience working with multinational and matrix organizations.
- Experience in negotiation of complex contracts through multiple stakeholders in large MNCs including procurement and legal.
- Proven ability to work with broader sales teams
- Minimum 8 years sales experience in a business to business corporate environment in Japan market.
- Demonstrated previous experience success in a new business development and solution sales role
- Proven track record of identifying, pursuing and closing new business
- Demonstrated experience in explaining complex systems to non-technical clients
- Previous experience with the development and delivery of presentations, proposals and quotes to win new business
- Experience using networking to drive sales opportunities
- Previous experience in all sales reporting including completing sales forecasting and analysis of key metrics.
- Sales scoping and qualification experience

- Significant experience responding to Tenders, RFP, EOI's, etc.
- Previous direct sales experience in a solution sell environment.
- Payroll and Human Resources experience preferred.
- Proven track record of identifying, hunting and closing new business.
- Demonstrated experience in presenting and communication with 'C' level executives.
- High level of integrity and business ethics.
- Trained in strategic selling and marketing.
- Japanese and English language skill mandatory (written and verbal).

会社説明