



Sales Director 👍 独占求人

## 募集職種

採用企業名  
エコパディス

支社・支店  
EcoVadis Japan K.K.

求人ID  
1598028

業種  
ソフトウェア

会社の種類  
大手企業 (300名を超える従業員数) - 外資系企業

外国人の割合  
外国人 多数

雇用形態  
正社員

勤務地  
東京都 23区, 千代田区

最寄駅  
有楽町線、 麹町駅

給与  
2000万円 ~ 2500万円

歩合給  
固定給+歩合給

更新日  
2026年06月25日 14:46

## 応募必要条件

職務経験  
6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 (英語使用比率: 50%程度)

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

As the Sales Director for Japan, you will be the driving force behind our regional growth, overall sales strategy, and market success. Leading a dedicated team of 5 Account Executives, you will inspire them to achieve and exceed sales targets and company KPIs.

At EcoVadis, leadership is a compass for growth. You will not just manage processes; you will Lead with Vision and Coach to Impact. This means you will empower your team through insightful questioning, constructive feedback, and the psychological safety needed for them to own their development, navigate challenges, and take true accountability.

## Responsibilities

### Strategy & Visionary Leadership:

- Define and execute the overall sales strategy for Japan in alignment with EcoVadis' global goals.
- Lead, manage, and mentor the Japan Regional Sales team, adapting your leadership style to meet the moment and drive maximum impact for our customers.
- Collaborate with global sales leadership to ensure global consistency while respecting local market nuances.

### Sales Oversight & Operational Excellence:

- Oversee the achievement of regional targets, ensuring alignment with broader company objectives.
- Maintain rigorous pipeline discipline, CRM hygiene (Salesforce), and high quarterly forecast accuracy.
- Collaborate closely with Marketing, Sales Development, Customer Success, and Sales Strategy to streamline the local buyer's journey and maximize opportunities.
- Review and analyze sales data to identify market trends and make data-driven strategic decisions.

### Team Coaching & Development:

- Drive recruitment, onboarding, training, and continuous development strategies for new and existing Account Executives.
- Act as a coach rather than a director by asking insightful questions and creating space for Account Executives to own their pipelines and navigate complex enterprise deals.
- Design training programs in tandem with Sales Enablement to foster a culture of excellence, continuous improvement, and shared best practices.
- Proactively address underperformance with constructive feedback and supportive coaching to maintain a high-performing, highly motivated team.

### Relationship Management & Cultural Acumen:

- Cultivate and maintain high-level relationships with key enterprise clients, partners, and senior stakeholders in Japan.
- Act as the primary bridge between the Japan sales ecosystem and senior global leadership.

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## スキル・資格

- **Experience:** 7+ years in a senior sales leadership role, ideally within SaaS, sustainability or the procurement sector.
- **Language Fluency:** Full professional fluency (written and oral) in both English and Japanese. You must be comfortable navigating complex sustainability and procurement discussions with C-suite stakeholders in both languages.
- **Cultural Mastery:** Native-level Japanese expertise or a JLPT N1 certification, with a proven track record of managing Japanese corporate etiquette, long sales cycles, and regional stakeholder relationships.
- **Skills:** Exceptional interpersonal, analytical, and organizational skills. A data-driven mindset for identifying market patterns.
- **Tech Stack:** Proficiency in Salesforce, Salesloft, and AI collaboration tools (e.g., Claude and Gemini).
- **Mission-Driven:** A genuine passion for sustainability, ESG, and corporate social responsibility.

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## 会社説明