



JOB CODE: GSJ-O-240327-105

Managing Director

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THE COMPANY

The company based in Switzerland is a global leader in compounding systems for demanding applications. As the original manufacturer of the reciprocating Co-Kneader technology, they offer unique compounding solutions that continue to set the standard for heat or shear critical applications in the plastics, aluminium, chemical and food industries. The company's core competence is customer and application-specific solutions of advanced compounding tasks. Always in line to the high demands on process technology and product quality as well as the constantly increasing technological market needs. The performance strength and investment security in their compounding systems can be summarized in two words: Swiss Quality. All of this makes them a leading supplier of high-quality compounding technology.

For the 100 % owned Japan subsidiary established in 2006 and located in Tokyo, the business developed decently, and solid customer basis has been acquired. Now the time has come to “switch the gear” to reinforce sales activities with Japanese and international customers and partners in both, the existing applications and market segments (i.e. PVC pelletizing, cable compounds, master batch, calendar feeding, thermosets, powder coatings and toners, food industry and anode paste) as well as new business fields (e.g. biopolymers, WPC, battery masses, etc.). The Japanese subsidiary has been tasked with expansion, market share development and extended customer care. At the same time, the proximity to research & development of the highly innovative Japanese customers shall be increased to generate future business opportunities. The position of the Managing Director will have a key role in these efforts.

THE POSITION

The Managing Director's main purposes is the overall management of the subsidiary including but not limited to increasing its activities and strategic development in all of the company's business segments, meeting the company's financial targets by achieving sales, marketing and profitability objectives for the Japan subsidiary as agreed at Group level, and to be responsible for the day-to-day operation of the business as well as for the customer care.

KEY DUTIES/MAIN TASKS

The Managing Director will carry overall responsibility for the performance of the national company; he will secure the maintenance and expansion of the existing market position and the high profitability of the entire business operation in Japan. In this context, he will be responsible for the local market implementation of decisions made by the parent company, including performance control and reporting to the headquarter

SKILLS/COMPETENCES

Performance – The Managing Director should be capable of increasing revenues and achieving a sales performance above budgetary projection. He should have a profound technical understanding as well as be able to develop business proposals and to initiate and successfully conclude business transactions.

Customer Focus – The Managing Director must imperatively be committed to a strong customer-oriented approach with a good record in identifying changes in customers' needs and converting them into profitable business initiatives.

Team leadership – The Managing Director shall be a charismatic leader who is able to manage the cultural differences across the organisation and develop a company culture that fits the expectations of the group. The Managing Director should be able to show recognition for concrete achievements, support, and encouragement in the event of failures or mistakes and support the employee's development and self-initiative.

Market Knowledge – The Managing Director must understand the interrelationships between the company, suppliers, and competitors; and be able to capitalise on this knowledge to seize opportunities which would aggressively extend our market share with new and existing customers. The Managing Director must be able to understand the implications of market trends and to draw conclusions for appropriate actions in close cooperation with the headquarters in Switzerland.

Ideal Candidates bring along a network of business contacts in the Japanese Polymer Industry that helps to extend our existing customer base.

Collaboration – The Managing Director will be able to build close partnering relationships with customers, suppliers, partners and colleagues across different regions and business segments; and ensure that the mutual interests of all parties are met. The Managing Director will show an ability to recognise sources of conflict, such as cultural, functional, or geographic issues and act to resolve them.

Language skills – The Managing Director speaks and writes fluently in Japanese and English. His language skills must facilitate the cooperation between the various working groups within the company and the local entity.

EDUCATION

The Managing Director will have a technical degree preferably with mechanical/chemical engineering background and preferably a business administration degree, or he will be a qualified industrial engineer with demonstrated technical understanding of the industry.

This position requires solid market and leadership experience in Japan as well as a longer-term commitment to the company. He should have approximately 10 years sales and marketing experience whereof min. 3 years of sales management experience within a relevant "high investment" technology industry and a high technical aptitude as it pertains to relevant systems and solutions preferably within the processing industry. The Managing Director will report directly to the CEO and President of the Group based in Switzerland.

Employment Type: Full-time

Location: Tokyo

Remuneration: JPY 18 - 23 m

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