



JOB DESCRIPTION

Position:	General Manager, Christian Louboutin Japan
Work Location:	Tokyo, Christian Louboutin Japan Head Office
Reports to:	Managing Director, CL APAC in HK
Key Stakeholders:	Paris HQ: Senior Management Team
	APAC: CL APAC Management Team
	CL Japan: CL Japan President, CL Japan Management Team

COMPANY OVERVIEW

Christian Louboutin is a French fashion designer. He opened his first boutique in 1992 in Paris. An artist and a craftsman with a passion for shoes, he is now considered to be one of the most influential fashion designers of his time. Christian Louboutin brand name and his signature red sole are now among the most valuable trademarks in the fashion industry.

In 2003, Christian Louboutin's first extension outside of women's shoes was the introduction of leather goods. In 2011, Christian Louboutin launched men's footwear, which has proved extremely successful – with cult models such as the Louis sneakers or Dandelion loafers.

In 2014, Christian Louboutin launched his beauty line Christian Louboutin Beauté by offering its first line of nail lacquer collection. The range has been subsequently expanded to include a complete range of beauty products, as well as perfumes.

Today, there are approximately 150 Christian Louboutin boutiques worldwide. In Japan, Christian Louboutin currently has 21 stores (shop in shops and free-standing stores), plus e-commerce.

SCOPE OF THE ROLE

The General Manager Japan will be fully responsible for managing Christian Louboutin operations in Japan.

Total Headquarter team of 31 including the following direct reports:

- Retail and Merchandising Director
- Human Resources Director
- Financial Controller
- Logistics Manager
- Retail Operation Manager
- Communications & PR Manager
- Ecommerce Manager
- PA and Office Administrator

Overseeing a network of 21 stores and ecommerce, with further openings and relocations in 2022 and 2023.

Current presence in Tokyo (9 Stores-4 Flagships and 5 SIS), Yokohama (1 Store), Osaka (5 stores), Nagoya (2 Stores), Fukuoka (2 Stores), Kyoto (1 Store), Gotemba Outlet (1 Store) and Nagashima Outlet (1 Store)

KEY RESPONSIBILITIES

- Ensure the brand positioning, business development and P&L strategies for Japan
- Propose strategies and implement action plans to ensure the realization of business plans for growth and profit across Japan

- Oversee operations and strategy to continue to grow and improve the network of stores, including relocation, reforms and considering strategic new locations across Japan
- Drive plans to further develop the client / retail experience to maintain Christian Louboutin's standards of excellence
- Develop the brand's omni-channel strategy on the market, with a focus on growing digital channels
- Lead, motivate and coach the Retail and Back Office teams
- Formulate and implement plans and strategies to make the business perform profitably and to ensure short, medium and long-term objectives
- Recommend and support the processes of change in the organization and business processes in the evolution of the business
- Ensure the proper conduct of all activities related to the various corporate functions

PROFESSIONAL EXPERIENCE / QUALIFICATIONS

- BA or MA degree in a relevant business topic
- A minimum of 15 years of experience in sales, marketing or merchandising for a global brand
- A minimum of 5 years of General Manager experience with full P&L responsibility
- Prior experience and a good understanding of the Japan market are essential, knowledge of other international markets will also be valued
- An inspirational leader and communicator, strong charisma and excellent interpersonal skills
- Proven business development skills, experience managing, developing a retail network and enhancing retail experience
- A strong negotiator, able to develop relationships with local landlords in order to create win-win partnerships for the mid and long term
- Proven strategic thinking capabilities & turn into action capabilities
- Experience managing and developing multifunctional teams
- Luxury sensitivity, a refined and cultivated individual, who understands and can adapt to the company culture and incarnate the brand
- Strong product and brand sensitivity
- Fluency in English is mandatory, understanding of Japanese is recommended. French is a plus

LOUBOUTIN VALUES

Happiness: As team players, we collaborate with positivity, open-mindedness and fun

- ✓ Builds and Maintains Positive Relationships
- ✓ Positive/Can Do Attitude
- ✓ Contribution to Well-being at Work

Down to Earth: We stand with authenticity, integrity, and respect.

- ✓ Result Driven & Business First Mentality
- ✓ No Task is too Big or too Small
- ✓ Solution Oriented and Demonstrates Sense of Urgency

Passion: We drive the business with agility and care, and we are committed to excellence

- ✓ Ambition and entrepreneurial spirit
- ✓ Team Oriented and Collaborative Spirit
- ✓ Open to diversity and Sustainability

Inspiration: We envision the future with confidence, creativity, and freedom

- ✓ Takes Initiatives and Practice a Proactive Approach
- ✓ Innovative and Forward Thinking
- ✓ Awareness of Business Context & Fashion Industry