



Cacao Hunters Japan
Japan Country Manager
April 12, 2017

Cacao Hunters Japan is hiring a Japan Country Manager, a professional who is excited about building an extraordinary organization that drives innovation in the chocolate sector in Japan & Colombia.

ABOUT CACAO DE COLOMBIA

Cacao de Colombia is a producer and marketer of premium chocolate and cocoa beans, pioneering the Colombian market and boosting the income of cocoa growing communities in locations affected by high poverty rates and the armed conflict.

Cacao de Colombia is the first Colombian company to locally produce premium chocolate for the luxury chocolate segment. The company has worked for more than five years developing the relationships with smallholder farmer associations in Tumaco, Arauca, and Boyaca and direct relationships with smallholders in the Sierra Nevada and the Arhuacos through a processing facility nearby Santa Marta.

The company has successfully entered high-end markets in Japan, Colombia and Australia, proving its ability to develop competitive products capable to serve the needs and preferences of the most demanding premium market niches. The company has three different business lines: 1) Cacao Hunters focused on premium chocolate bars; 2) Professional focused on premium couvertures for chefs; and 3) Beans focused on the specialty beans export market for bean-to-bar manufactures.

This work is not only opening the access to the local chocolate industry to a market never been accessed before, but is also providing large exposure and favorable positioning of premium Colombian cocoa worldwide.

ABOUT YOU

You are a natural manager able to guide our Japan strategy and management while working in a complex, constantly changing and resource-constrained environment. You are a strong planner who is detailed and focused on operational efficiency.

You have deep operational and sales expertise and are excited about being hands-on, without getting lost in the weeds. You are a problem-solver, a direct and candid communicator, and a thoughtful change agent who understands that there are tensions to balance in this kind of diverse organization. You are process oriented and results driven.

You are eager for the challenge of shaping the future of this organization as one of the leader for our Japan subsidiary. You have the skills to provide clear, consistent leadership for a fast growing social enterprise, and the nimbleness to respond to continual innovation and increased demands for performance. You inspire excellence and can work effectively with a global team, building a sense of shared values and goals.

ABOUT THE POSITION

Position title: Japan Country Manager

Reports to: Chief Executive Officer (CEO), Cacao de Colombia, Colombia

Location: Japan

Suggested start date: Immediately

Training: This position will involve 2 months of training in Colombia

As the key leader of our Japan operations, you will play a critical role within our organization and will be responsible for managing our business in Japan.

The Japan Country Manager will drive strategy and operations in Japan. S/he will be responsible for ensuring the smooth functioning of the new Japan subsidiary, working closely with the CEO and other team leaders to ensure that Cacao Hunters Japan maintains long-term sustainable operations to support our plans for growth and expansion. The General Manager will be a key player in making Cacao de Colombia a scalable business model and sector-leading organization.

SPECIFIC RESPONSIBILITIES

- **Manager:** You will work directly with Cacao de Colombia's team to sustainably grow sales of the Cacao Hunters, Professional and Beans business lines in Japan. You will strategize, plan, and drive commercial projects to meet project milestones and timelines.
- **Commercial Plan:** You will assist in sales forecasting; develop and track the budget for country sales and marketing; and executing the commercial plan for Japan.
- **Logistics:** You will manage all the imports of our products to Japan and the distribution to clients.
- **Business Development:** You will be responsible for onboarding new partnerships and maintaining existing relationships with key distribution and retail partners. You will drive the creation of an e-commerce platform to drive growth in our retail sector in Japan.
- **Brand Manager:** You will manage the Cacao Hunters brand in Japan being able to be a brand ambassador and tell our story.
- **Reporting and Finance:** Working closely with Cacao de Colombia's management team, produce monthly highlighting trends, marketing effectiveness, and opportunities for growth, while overseeing Cacao Hunter's Japan P&L and have oversight responsibility of local accounting and reporting personnel.

QUALIFICATIONS & CHARACTERISTICS

- Bachelor's degree
- English and Japanese fluency
- 3+ years management experience; responsibility for managing business units and P+L.
- Entrepreneurial mindset, strong interpersonal skills and a hands-on approach to getting things done – as comfortable speaking to clients for market insights as to government officials for major partnerships.
- Robust and creative problem-solver. Excel under pressure and able to satisfy multiple, sometimes competing, demands for attention.
- Excellent analytical and financial skills.
- Strong written and oral communication skills. Strong presentation skills.
- Ability to multi-task and manage competing priorities.
- Proficient in all Microsoft Office programs.
- Project management and sales experience creating and successfully executing timelines, budgets, and forecasts.
- Team player and self-starter: ability to work collaboratively, but also self-managing and work well independently.
- Strong work ethic; willingness to work a nontraditional work schedule.
- Passion for improving the lives of smallholder farmers in Colombia through the cacao and chocolate sectors.
- Openness to evolving responsibilities.

Bonus if you have:

- Fluency in Spanish

- Experience in exports and supply chains, best if in specialized products (noncommodity).
- Knowledge of cacao and premium chocolates; experience in the Japanese premium chocolate market.
- Strong local networks: experience and relationships working with players in department stores.
- Experience in accounting and finance software (Microsoft Great Plains).
- Experience working in a start-up environment.

COMPENSATION AND BENEFITS

Salary and benefits are competitive, commensurate with experience.

APPLICATION

For consideration, please submit your resume and answer to the following question to info@cacaohunters.com

Deadline: May 5, 2017

Applicant Question:

Imagine we're on track to miss our sales target this quarter. You're the Japan Country Manager and have 30 days, what are you going to do?