



E-commerce Director

Our Group

- Has over 20 brands of consumer goods sold in over 70,000 retail stores across the world
- Is growing own franchise retail and distribution business in China, Europe and the Middle East
- Owns product design and product development, plus cooperates with famous brand partners
- Employs over 500 talents worldwide – big enough for growth and lean enough for speed
- Has offices across the globe, four in Asia, where we have been for more than 30 years
- Achieved 18% CAGR in last 7 years and continually growing and expanding

We believe in

- Start-up speed and high energy coupled with entrepreneurial and winning attitude
- Diversity: 12 nationalities work together to ensure creativity, innovation, openness and inclusivity - the core of our company culture
- Transparency of direction, vision and strategy of the company
- A creative, dynamic, welcoming and fun working environment
- Rewarding greatly our employees for their contribution with highly competitive salary and an attractive bonus scheme
- Caring for our employees' winnings and welfare
- Empowering people and developing a culture from doers to drivers

Why you will love us

- We provide endless development opportunities
- For a highly competitive salary coupled with attractive bonus scheme and social as well as health coverage
- For global exposure
- Fun products to play with... really it is part of the job!

Who we are looking for

As our E-commerce Director, you will be the key driver and decision maker for all our online sales. As we are starting our online sales journey in China, you will develop the e-commerce strategy for our brands, as well as lead the set-up of our e-commerce systems and channels. You will then continuously grow the online sales of the company China by ensuring top results, constant development and solid execution.



How you will contribute

- Identify e-commerce channels and create strategy - both short-term and long-term - for online sales in China according to business nature
- Set-up the online sales systems, SOP's and partnerships for the company
- Be the key decision maker to how the company's e-commerce is planned and executed
- Analyze online consumer goods market in China, develop and drive China e-commerce consumer plan and manage product flow for the online business in an organized way
- Identify and manage potential third party for the e-commerce operations
- Develop and maintain strategic partnership with potential e-commerce channels
- Build up e-commerce stores and create plans for e-commerce operation in the highly potential channels
- According to product characteristics, create marketing plans, merchandising and promotion strategies and sales target
- Collaborate with the logistics department, coordinate inventory flow and stock positions on an ongoing basis
- Lead the planning and execution of e-commerce sales campaigns and promotions
- Manage new products launch on online channels
- Lead internal and external communications related to China e-commerce business
- Define, create and continuously improve overall structure and processes for the online business

Why we will love you

- You are familiar with Consumer hard goods category
- You have good understanding of China e-commerce business nature and familiar with China e-commerce channels, preferably with experience in setting up online stores
- You are experienced in working with major e-commerce platforms in China
- You show a successful track record of creating and executing e-commerce strategies
- You thrive at commercial negotiations
- You are self-motivated with a can-do attitude
- You are entrepreneurial and have an independent mind-set to accomplish goals
- You get excited by challenges and by finding creative solutions
- You have a competitive spirit and a hunger to succeed and grow
- You are persuasive with an ability to excite other people
- You are naturally curious and have a strong desire to learn
- You are fluent in Mandarin and English



Other information

Location: Guangzhou, Shanghai, or Hong Kong

Reports to: COO

Contact: For inquiries and to apply, please contact career@growhr.com. Mark your application with *E-commerce Director*

Want your application to be prioritized?

Send in your CV and a video to our Official WeChat account or career@growhr.com, answering following questions in 2-3 minutes and receive feedback within 24 hours:

- Which qualities do you have that can be valuable for this role?
- Why are interested in this job and/or company?
- Which challenges do you see in this role?

