



**JOB TITLE:** Development Officer - Japan

**LOCATION:** Tokyo, Japan

**Posted:** June, 2008

**SUMMARY:**

The Development Officer for the country of Japan will provide leadership, direction, training, and support to lead a Development organization that can be self-sufficient in finding, acquiring, designing and building 130+ profitable restaurants by the end of 2008, along with a remodeling plan of existing restaurants (about 300+ per year) that maximize returns while providing a contemporary, relevant experience for the customer. In addition, the Development Officer will ensure that the Development team; is aligned with the country's directions and strategies, utilizes the appropriate resources (internal and external) needed to achieve objectives, as well as has the competencies necessary to deliver successful execution of short and long term strategic plans.

**RESPONSIBILITIES:**

- Oversees and guides Japan's real estate and construction activities
  - Oversees the application of a consistent framework for analyzing and deciding on the development of new restaurants across Japan
  - Oversees analysis and decision making processes to evaluate existing restaurants locations for development purposes (e.g. relocations, remodels, closings, etc.)
  - Provides leadership and direction on all activities to build and remodel new restaurants
  - Ensures that real estate development and construction activities are consistent with corporate quality standards and business objectives
  - Provides oversight, support and facilitation for processes to evaluate and allocate resources for new site development and construction activities
  - Provides guidance and direction for the development of tools and systems to improve field capability in areas of site selection, volume estimation, impact analysis, competitive analysis and targeted market growth
  - Establish and ensures that all employees have goals and performance measurements and are held accountable. Drives open and honest performance reviews and makes certain that every employee has a personal development plan and provides resources and opportunities to support their plan
  - Aligns resources with Department and Company objectives. Looks for alternatives ways to maximize resources internally, externally and in conjunction with outsource partners
- Trains and mentors Development Directors and operations General Managers
- Provide hands on real estate training on new site selection and volume estimation
  - Assess the competency levels and grants real estate signing authority to Real Estate Directors as appropriate
  - Provides input into the development and delivery of Development training courses
  - Participates in the delivery of Development training courses as appropriate
  - Train's General Managers in the process of new site approvals and reinvestment decisions. Develops certification process for General Managers in new site approval process
- Plays a lead role in developing and facilitating the execution, of short and long-term strategies for Development activities
- Directs and supports the creation of Development plans for the next 5 years (mini-market by mini-market) that incorporates profitable new restaurant growth, closing of under performing restaurants and strategic reinvestment
  - Leads planning and activities to determine resource allocation for Development efforts
  - Provides input on maximizing return on real estate assets by identifying and understanding under performing assets and finding solutions to improve performance

- Works to establish a world class alliance program that makes The Client the partner of choice for major retailers doing business in Japan
- Leads the construction department in developing an out-source network used for standard remodeling activities, de-arching related to closings and new restaurant opening's that will reduce cost and internal resources
- Drives the construction department to seek and capitalize on global procurement opportunities to reduce costs while maintaining high quality levels.
- Works with Asset Management team to broaden out-source program for rent renegotiations and deposit redemptions. Leverages the program to reduce costs both P&L as well as G&A related.

## **REQUIREMENTS:**

- In-depth real estate and construction knowledge base.
- Strong financial acruement especially in the area of returns and financial concepts like net present value, internal rate of return to name a few.
- Ability to balance short targets with companies long term goals and objectives.
- An ability to formulate a strategic plan to sustain and drive market share.
- Understands the importance of quality control standards for construction (e.g., cost, timing and site layouts).
- Ability to understand, formulate and communicate sound business strategies and to implement them in a clear and consistently focused manner.
- Ability to think in a conceptually creative manner and produce insights that make a significant difference for the business.
- Ability to ensure that clearly stated expectations are met and results are achieved.
- Ability to actively involve others within the department and outside.
- Ability to hold self and department members accountable for results with a willingness to address performance issues.

## **EDUCATION:**

A bachelor's degree in a related field. MBA a plus

## **SALARY:**

\$150K - \$175K base salary, 20% bonus, car,

## **Consultant: David Ulrich**

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