AN INTERNATIONAL CAREER IN MODERN LUXURY

Global Head of Partnerships

Create the relationships that expand a luxury brand worldwide.

WORK LOCATION
Hong Kong HQ with international partner engagement

WORK PATTERN
Full time · Permanent

REPORTING TO
Founders / Chief Executive

CAREER STREAM
Leadership · Strategic Partnerships

ANNUAL BASE SALARY

GBP · REFERENCE	HKD · INDICATIVE	USD · INDICATIVE
£80,000	**HK$820,300**	**US$104,600**

Indicative currency conversions as at 21 November 2026 (GBP 1 = HKD 10.2536 / USD 1.3080). Actual offer, payroll currency and exchange-rate treatment will be confirmed in writing.

LIFE AT ROSÉ

ROSÉ DIAMONDS is a Hong Kong-based fine jewellery brand focused on exceptional craftsmanship, design-led diamond jewellery and attentive, personalised service. We are building an ambitious international business and inviting talented people to shape how we grow, serve clients and collaborate across markets.

THE OPPORTUNITY

Design and lead a global partnership strategy that grows qualified demand, brand credibility and sustainable commercial revenue. Build a disciplined portfolio of distribution, affiliate, creator, corporate gifting and strategic relationships while ensuring each partnership meets our quality, margin, compliance and customer-experience standards.

WHAT YOU WILL OWN

01 / Partnership strategy

- Define the worldwide partnership thesis, priority markets, channel economics and measurable growth targets.
- Segment potential partners including independent retailers, luxury service providers, corporate gifting buyers, creators and aligned brands.
- Develop a structured approach to pipeline qualification, proposals, partner tiering and annual planning.
- Make informed trade-offs between partner reach, profitability, reputation and operational capacity.

02 / Origination and negotiation

- Personally originate and negotiate meaningful strategic relationships and commercial agreements.
- Coordinate due diligence, legal review, commercial terms, customer-data requirements and necessary approvals.
- Develop compelling co-marketing and wholesale/distribution propositions consistent with brand positioning.
- Build a senior-level network of decision makers across target markets.

03 / Partner activation and growth

- Create onboarding playbooks, account plans, revenue forecasts and partner performance dashboards.
- Work with commercial, product, marketing, finance and operations leaders to deliver agreed partner propositions.
- Review partner conversion, retention, fulfilment quality and margin contribution; intervene where performance trails plan.
- Create repeatable referral and activation mechanisms rather than relying on isolated introductions.

04 / Leadership and governance

- Set appropriate commercial policies for discounts, commissions, promotional representation and channel conflicts.
- Lead partnership reviews and report strategic progress to founders.
- Recruit, coach or coordinate partnership resources as the business expands, subject to approved budgets.
- Maintain fair-dealing, anti-bribery, sanctions and counterparty screening expectations with legal and compliance colleagues.

WHAT SUCCESS LOOKS LIKE

- A prioritised partner portfolio aligned to brand and customer strategy.
- Signed and activated agreements that produce measurable, profitable demand.
- Clear pipeline forecasting, commercial governance and account ownership.
- Evidence of sustainable partner relationships rather than only headline deal volume.

YOUR BACKGROUND AND CAPABILITIES

Essential

- Substantial partnerships, business development or channel leadership experience.
- Track record of negotiating commercial agreements and delivering measurable partnership revenue.
- Strong financial literacy, stakeholder management and executive presentation ability.
- Ability to lead globally across cultural, contractual and operational complexity.
- Excellent written and spoken English and disciplined commercial reporting.

Advantageous

- Luxury jewellery, fashion, premium retail or high-value e-commerce partnerships.
- Relevant relationships with global retail or luxury ecosystem partners.
- Experience with affiliate, creator, wholesale and corporate gifting channels.
- Knowledge of international distribution and consumer-protection considerations.

YOUR FIRST 90 DAYS

Days 1–30 | Diagnose and prioritise

Review brand positioning, economics, existing opportunities and current fulfilment capacity. Deliver a partner segmentation model, target list and deal qualification criteria.

Days 31–60 | Open negotiations

Launch priority outreach, hold decision-maker meetings, shape partner propositions and create the first negotiated pipeline with commercial models.

Days 61–90 | Activate the playbook

Advance priority contracts, establish reporting rhythms and activate approved pilots with success criteria, owners and review dates.

PERFORMANCE INDICATORS

- Activated partner-sourced revenue and contribution margin.
- Qualified strategic pipeline value and conversion to signed, active accounts.
- Partner acquisition cost, time to activation and repeat production.
- Partner compliance, customer outcomes and commercial concentration risk.

REWARDS, BENEFITS AND EMPLOYEE EXPERIENCE

Generous paid leave

30 paid annual leave days per year, accrued pro rata. After 12 months of continuous service, eligible employees enter our unlimited paid annual leave programme, with reasonable manager approval, team coverage and no reduction of statutory rights.

Jewellery privileges

35% off one eligible ROSÉ DIAMONDS jewellery piece each calendar quarter, plus 15% off other eligible purchases throughout the year; exclusions and purchase rules apply.

Retirement contributions

Company pension matching of up to 5% of eligible basic salary under the applicable local plan. Hong Kong statutory MPF requirements continue to apply, with any approved matching above mandatory ceilings arranged as voluntary contributions subject to plan rules.

Recognition and experiences

Quarterly high-performer awards and potential team incentive trips, with participation and awards based on published programme criteria and business performance.

Everyday office hospitality

Complimentary unlimited soft drinks, energy drinks, coffee and other stocked beverages while working in participating company offices.

Growth and visibility

Regular feedback, professional development, cross-functional exposure and progression opportunities aligned to business needs and individual performance.

International exposure

Collaborate with colleagues, clients and partners across markets. Any future transfer or overseas assignment requires a separate written agreement, an available role and appropriate work authorisation; no overseas placement is guaranteed.

WHY THIS ROLE MATTERS

Strong partnerships can accelerate growth without diluting the brand. This leader creates the trusted relationships and execution discipline required to scale globally.

APPLY TO LIFE AT ROSÉ

Make your next career move exceptional.

Please send your CV and a concise note explaining your interest in the position to **askhr@rosehk.com**. Include the job title in your email subject line. You can also explore our employer brand at **lifeatrose.rosehk.com**.

ROSÉ DIAMONDS (HONG KONG) LIMITED is committed to fair, merit-based hiring. We welcome applications from people of diverse backgrounds and assess candidates against the genuine requirements of the position.

IMPORTANT EMPLOYMENT INFORMATION

The information in this job profile is a recruitment summary, not a contract of employment or guarantee of benefit or incentive. All entitlements, probation, remuneration and performance incentives are subject to applicable law, a signed employment agreement and relevant written policies. Statutory leave and mandatory retirement contributions are not displaced by the enhanced benefits described. Applicants requiring immigration permission must obtain lawful work authorisation before commencing any local employment.