



## Head of Finance

### Job Information

**Recruiter**

Cornerstone Recruitment Japan K.K.

**Hiring Company**

American motorcycle manufacturer

**Job ID**

1453256

**Industry**

Automobile and Parts

**Job Type**

Permanent Full-time

**Location**

Tokyo - 23 Wards

**Salary**

Negotiable, based on experience

**Refreshed**

July 16th, 2025 05:00

### General Requirements

**Minimum Experience Level**

Over 10 years

**Career Level**

Mid Career

**Minimum English Level**

Fluent

**Minimum Japanese Level**

Native

**Minimum Education Level**

Bachelor's Degree

**Visa Status**

Permission to work in Japan required

### Job Description

**[JOB RESPONSIBILITIES]**

- **Accounting.** Ensuring that transactions are accounted for correctly, both under US GAAP and Japan GAAP (using non-leading ledger in SAP). This extends across AP, AR, General Ledger and associated areas.
- **Compliance.** Ensuring compliance with our financial policies, such as SOX and FCPA but also with local statutory filings, including direct (corporate income) and indirect taxes (consumption, withholding taxes, transfer pricing), partnering closely with Corporate Tax team and external consultants to ensure optimal tax efficiency and compliance.
- **Controls.** (i) appropriate operational controls are in place, such as pricing controls, contra-revenue spend controls, expense approvals etc., (ii) relevant our controlling frameworks are applied and (iii) risks are identified and subsequently remedied.
- **FP&A.** Closing the financial books and providing latest full-year estimates at each month-end, annual budgets, mid-

year forecasts, pricing as well as associated analysis.

- **Business Partnering.** Supporting the MD through analysis of actuals, support in devising and controlling actions to drive business results and to generally deliver against agreed upon targets.
- **Cash Forecast.** Keeping the healthy local cash position, partnering closely with Corporate Treasury, through appropriate Cashflow forecasts with insightful projection along with business & Intercompany requirements, duty, import consumption tax, and dividends / loans.

## [REQUIREMENTS]

- Bachelor's degree in business administration, Finance, Accounting is Required.
- CPA or any other relevant professional accounting certification preferred.
- MBA and other professional financial qualifications such as CFA / CMA / CIA a plus.
- Fluent spoken and written English
- 10+ years of related experience, specifically in financial accounting and business controlling.
- Would need to have working experience in Japanese corporate / international tax (direct / indirect) and transfer pricing.
- SAP ECC (FICO) and BPC / EPM experience highly preferred.
- Proven experience in leading a high performing team (direct reports / peers)
- Ability to work effectively under pressure and tight timelines.
- Excellent communication skills, demonstrated especially at senior leadership levels.

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## Company Description

**Cornerstone Recruitment Japan is focused on placing bilingual professionals in a wide range of market leading companies.**

Focusing across all sectors, we leverages the network of our experienced consultants to provide both clients and candidates with high end service levels and most importantly results.

We are passionate about helping our clients in securing the best talent on the market, by introducing unique profiles who can give them the edge in an increasingly competitive recruitment market.

Established in 2019, in partnership with Cornerstone Global Partners and with investment from Morgan Stanley, Cornerstone Recruitment Japan strives to be the recruitment partner of choice for all Tokyo based clients and candidates.

### Our Mission

The Cornerstone. As every building requires a cornerstone, we believe people are the cornerstone of every great company. Our recruitment experts are passionate about bringing together great people with great companies.

### Our Business Sectors

- Accounting & Finance
- Financial Services
- Human Resources and Office Professionals
- Industrial
- Information Technology
- Legal & compliance
- Life Science
- Supply Chain & Procurement
- Marketing
- Sales

### Our Services

#### • Contingency

Many clients choose to utilize our success based contingent recruitment service. We take the time to fully understand the job brief before presenting a tailored shortlist of 5 to 6 candidates from our expansive existing network. This service comes with no obligation to hire and our clients only pay a fee when the successful candidate joins.

#### • Retained

Our retained service is particularly successful for clients with high profile/critical hiring needs, or niche searches that involve a significant amount of time unearthing candidates from outside our existing network. Clients who choose our retained service

benefit from the introduction of exclusive headhunted candidates and top prioritization from the Cornerstone team.

- **Market Entry**

With a wealth of experience in the Japan market, our consultants have successfully helped many clients enter the Japan market. We can help you secure that critical first hire, as well as providing a consultation service, to make sure that your business is well prepared for all the initial hurdles it will face.