



## Licensing and Regulatory Specialist

### Job Information

**Hiring Company**

[KPay Japan KK](#)

**Job ID**

1542321

**Industry**

Other (Banking and Financial Services)

**Company Type**

Small/Medium Company (300 employees or less) - International Company

**Non-Japanese Ratio**

Majority Japanese

**Job Type**

Permanent Full-time

**Location**

Tokyo - 23 Wards, Chuo-ku

**Salary**

Negotiable, based on experience ~ 9 million yen

**Work Hours**

09:30am - 6:30pm

**Refreshed**

April 1st, 2026 21:00

### General Requirements

**Minimum Experience Level**

Over 3 years

**Career Level**

Mid Career

**Minimum English Level**

Business Level

**Minimum Japanese Level**

Native

**Minimum Education Level**

Bachelor's Degree

**Visa Status**

Permission to work in Japan required

### Job Description

**About KPay :**

KPay Group (KPay) is a leading fintech company dedicated to empowering businesses of all sizes with simple, smart, seamless and secure technology solutions. Serving over 59,000 merchants across Australia, Hong Kong, Japan and Singapore, KPay is unleashing merchants' growth potential by building a one-stop platform for financial management, business operations and digital transformation. KPay secures a record USD55 million in 2024, marking the largest series A fundraising globally in the payments sector of the year.

**Responsibilities:**

1. File the license with the responsible regulator
2. Plan and conduct annual internal audit for KPay Japan having assistance by professional auditors
3. Organize Compliance Committee and keep the records
4. Establish the Annual Compliance Plan for KPay Japan and report progress to Compliance Committee
5. Establish the Annual Compliance Training Plan for KPay Japan
6. Provide KPay Japan employees with trainings concerning regulatory topics
7. File the annual report and ad-hoc reports with the responsible regulators
8. Lead the regulatory audits

**Employment type :**

Full-time employee

Probation period: 3 months (no change in wages or conditions)

**Working Hours:**

9:30 AM to 6:30 PM

(Core working hours are from 10:30 AM to 4:00 PM, with flexible start and end times.)

※ Excluding Saturdays, Sundays and public holidays

**Salary details :**

Wages will be determined based on experience and ability.

\*Salary includes fixed overtime pay.

**Benefits and Welfare:**

- Health insurance, employee pension insurance, employment insurance, workers' compensation insurance
- Paid vacation days, along with sick leave, summer vacation, New Year vacation, and special leave
- Commuting allowance

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Required Skills

**Qualifications:**

1. Working experience for financial companies for 2 years or longer
2. Experience in regulatory compliance, operations, internal audit in financial companies is a plus
3. Must have ability to analyse a lot of information in detail in a short space of time
4. Native level Japanese must to have
5. Business level English nice to have

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Company Description