



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

June 3rd, 2026 00:00

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

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

Company Description