



Legal and Compliance Manager, Japan

世界45カ国で展開！グローバルで導入企業100万社を超えるサービスを扱っています

Job Information

Hiring Company

[Edenred Japan](#)

Job ID

1567865

Industry

Other (Hospitality)

Company Type

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

Non-Japanese Ratio

(Almost) All Japanese

Job Type

Permanent Full-time

Location

Tokyo - 23 Wards, Minato-ku

Salary

9 million yen ~ 13 million yen

Salary Bonuses

Bonuses paid on top of indicated salary.

Work Hours

9:30~17:30

Holidays

土日祝休み

Refreshed

January 2nd, 2026 15:00

General Requirements

Minimum Experience Level

Over 10 years

Career Level

Mid Career

Minimum English Level

Fluent (Amount Used: English usage about 25%)

Minimum Japanese Level

Native

Minimum Education Level

Bachelor's Degree

Visa Status

Permission to work in Japan required

Job Description

<企業について>

エデンレッドは、ユーロネクスト・パリ（旧パリ証券取引所）に上場し、CAC40（トップ40銘柄）に選出されている企業です。

世界中の働く人々の毎日を支える決済プラットフォームのリーダーで、導入企業100万社、その従業員6,000万人、加盟店200万店をつなぎ、世界45カ国で展開し、全社員12,000人を超える規模です。

株式会社エデンレッドジャパンは、日本における食事補助ソリューション「チケットレストラン(Ticket Restaurant®)」のパイオニアおよびマーケットリーダーで、エデンレッド(Edenred)の100%子会社です。

日本市場においては約2,000の法人クライアント、10万人以上の受益者（クライアントの従業員であるエンドユーザー）、250,000以上の加盟店（レストランやコンビニエンスストア）の受入ネットワークがあります。

企業における人材課題・人的資本投資の優先度が上がる中、福利厚生サービスのニーズの高まりを受け、エデンレッドジャパンは市場を大きく上回る事業成長を実現しています。

Edenred is listed on Euronext Paris (formerly the Paris Stock Exchange) and is a member of the CAC 40 (Top 40 Companies).

It is the leader in payment platforms that support the daily lives of working people around the world, connecting 1 million installed companies, their 60 million employees, and 2 million merchants, operating in 45 countries and employing over 12,000 people worldwide.

Edenred Japan Inc. is the pioneer and market leader of the Ticket Restaurant® meal assistance solution in Japan and a wholly owned subsidiary of Edenred.

In the Japanese market, we have approximately 2,000 corporate clients, over 100,000 beneficiaries (end users who are the clients' employees), and an acceptance network of over 250,000 merchants (restaurants and convenience stores).

With the growing need for employee benefit services as companies prioritize human resource issues and human capital investment, Edenred Japan has achieved business growth significantly outpacing the market.

※レポーティングラインは代表取締役社長となります。

YOU WILL VIBE WITH US

You will be responsible for ensuring we operate in compliance with internal guidelines as well as relevant laws and regulations pertaining to legal and data protection requirements.

1. Legal & Compliance

You will assist local leadership team on legal and compliance matters, with the ultimate objective of facilitating business outcomes while mitigating risks

Draft and negotiate commercial agreements with clients, merchants, suppliers and any other parties Edenred Japan may have agreements with

Review all commercial contracts and consult with external lawyers to evaluate the legal risk of non-standard clause

Ensure our operations, products and services are in compliance with local laws and regulations, including but not limited to, payment regulations, tax, AML, anti-fraud, anti-corruption, data protection and labor laws

Implement and monitor compliance with Edenred policies and procedures related to legal and compliance (AML, SAFE...) topics

Advise local leadership team on legal matters critical to the growth of the business, collaborating with internal stakeholders (such as HR and Finance) to research and evaluate risks related to business decisions/operations and to apply effective mitigation measures

Draft and help negotiate a range of legal agreements and contracts to ensure Edenred's full legal rights, in collaboration with local/regional/headquarter teams and in compliance with Group guidelines

Assist with corporate affairs, including compliance with corporate laws and regulations

2. Data Protection

As the data protection correspondent for Japan, you will:

Work with regional data protection correspondent (DPC) in Asia in rolling out the Group data protection compliance programs and updating local policies and procedures as per Group guidelines

Make sure Japan operations are in compliance with local laws and regulations, Group guidelines and industry standards

Support local Sales, Operation and IT team to respond customer inquiries with respect to personal information protection, information security and data protection

Define and deploy local data protection and compliance roadmaps to complement the Group programs and cover potential gaps vs. local regulations

Oversee management of data-related incidents within the framework defined by Edenred

Negotiate data clauses of all contracts with customers and suppliers to ensure compliance with local and international regulations while achieving Edenred business objectives

Regularly monitor the evolution of local data protection regulations and standards

Coordinate communication with local data protection authorities if/when relevant (with the support of Regional Data Protection Correspondent)

Required Skills

WE WILL VIBE WITH YOU

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You possess a Bachelor's degree in Law and have relevant certification(s) in data protection.
You have a minimum of 10 years of experience in the field of legal and compliance, preferably in a MNC.

You have experience in the fields of contract law, corporate affairs and data protection.

You have proven experience in providing advice and guidance to senior management on legal, compliance and data protection issues.

You have demonstrated:

 In-depth knowledge of local regulations and guidelines relating to data protection and of GDPR (Edenred Standard)

 Understanding of (or at least interest in) data protection challenges in the technology sector

 Track record of developing, implementing, and ensuring compliance with data protection policies within an organization

 Proficiency with compliance tools/software e.g. One Trust etc.

 Ability to work autonomously (planning/organizing/implementing priorities, and exercising judgment with minimal supervision) and to manage multiple projects simultaneously

 Excellent analytical and problem-solving aptitudes, with capacity to identify/evaluate risks and recommend detailed, result-oriented mitigation actions adapted to the context

 Outstanding communication and interpersonal skills (including verbal and written English), with a solid track record of building productive relationships with both internal and external stakeholders in an international environment

 Experience in negotiation, mediation, and conflict resolution

 High level of integrity and professional accountability

Company Description