



## 【Head of Legal】 Leading Home Appliance Manufacturer

### Job Information

#### Recruiter

SPOTTED K.K.

#### Job ID

1569563

#### Industry

Daily Necessities, Cosmetics

#### Job Type

Permanent Full-time

#### Location

Tokyo - 23 Wards

#### Salary

10 million yen ~ 15 million yen

#### Refreshed

February 16th, 2026 02:00

### 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

#### Employment Type: Full-Time

#### About the Company

Our client is a well-established Japan-based manufacturer operating in the consumer products sector, with a strong domestic footprint and increasing involvement in cross-border business activities. The company combines a stable operating base in Japan with international group connectivity and is currently strengthening its corporate and legal foundations to support long-term growth and governance excellence.

The organization values practical expertise, collaboration, and leadership, and is seeking a senior legal professional to take ownership of legal matters for its Japan operations while acting as a key counterpart to overseas stakeholders.

#### Key Responsibilities

This is a senior leadership role with broad responsibility for legal matters across the Japan business.

- Act as the senior legal representative for the Japan entity, reporting into an overseas legal leadership structure

- Oversee all legal matters in Japan, including:
  - Commercial and contract law
  - Labor law and employee relations
  - Corporate governance and compliance
  - Regulatory and risk-related matters
- Lead complex legal discussions with overseas stakeholders, balancing cultural sensitivity with firm legal judgment
- Advise senior management on strategic legal issues, particularly those involving cross-border structures and transactions
- Provide legal guidance on:
  - Transfer pricing matters
  - Permanent establishment (PE) considerations
  - Cross-border and intercompany arrangements
- Manage, mentor, and develop a small in-house legal team
- Strengthen and standardize legal frameworks, policies, and processes within the Japan organization

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## Required Skills

### Required Qualifications

- Fluency in Japanese and business-level English (both required)
- Strong grounding in Japanese law, gained through in-house and/or relevant professional experience
- Proven experience working with overseas headquarters or international stakeholders
- Ability to manage complex, high-level discussions with senior management
- Demonstrated leadership capability and strong interpersonal skills
- Experience in a multinational or cross-border corporate environment

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### Preferred

- Additional Asian language capability (e.g., Chinese)
- Experience within manufacturing, industrial, or consumer product companies

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## Company Description