



【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

Preferred

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