



Compliance Officer

FinTechで日本規制対応を担い国際環境で活躍できるコンプライアンスポジション

Job Information

Recruiter

[Cornerstone Recruitment Japan K.K.](#)

Job ID

1572494

Industry

Other (Banking and Financial Services)

Job Type

Permanent Full-time

Location

Tokyo - 23 Wards

Salary

20 million yen ~ Negotiable, based on experience

Refreshed

March 26th, 2026 01:00

General Requirements

Minimum Experience Level

Over 1 year

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

Job Title: Compliance Officer – Japan

Industry: FinTech / Payments

Location: Japan

Company: Asia-Pacific-based FinTech Company

Company Overview

The organization is a fast-growing digital payments and financial technology company operating across Asia-Pacific. It provides merchants with an integrated payments platform that enables account setup, identity verification, payment collection, and transaction management through a single digital ecosystem.

The company offers mobile and desktop payment solutions, in-store and online payment capabilities, and customized card products. Selected merchants benefit from accelerated settlement options. Headquartered in Asia, the company has secured venture funding and operates across multiple regional offices in Asia-Pacific, supporting rapid expansion and innovation in the payments sector.

Role Overview

The Compliance Officer will support the company's Japan operations by ensuring compliance with applicable regulatory requirements and internal policies. This role focuses on compliance risk management, customer due diligence, transaction monitoring, and regulatory reporting, working closely with internal stakeholders and regulators to maintain a strong compliance framework.

Key Responsibilities

- Conduct compliance risk assessments across business operations to identify regulatory and operational risks.
- Monitor and interpret applicable regulations, including AML/CFT, data protection, and payment services requirements, ensuring alignment with local laws.
- Review customer onboarding, due diligence, and KYC processes to ensure regulatory compliance.
- Perform customer and transaction screening using sanctions lists, PEP databases, and adverse media sources.
- Develop, implement, and maintain compliance policies, procedures, and internal controls.
- Monitor transaction activity to identify suspicious behavior and prepare suspicious transaction reports when required.
- Perform internal compliance reviews and audits to assess adherence to regulatory standards and internal policies.
- Prepare compliance reports for senior management and regulatory authorities as needed.

Qualifications & Experience

- Bachelor's degree or higher in business, law, finance, accounting, or a related field.
- Prior experience in a compliance, risk, or regulatory role.
- 1–2 years of relevant professional experience with business-level Japanese proficiency (JLPT N1 required).
- Strong understanding of Japanese regulatory frameworks relevant to financial institutions.
- Experience within FinTech, electronic payments, or related industries in Japan is preferred.
- Fluency in Japanese and English; Mandarin proficiency is an advantage.
- Strong analytical, investigative, and problem-solving skills.
- Excellent written, verbal, and presentation skills.
- Strong interpersonal skills with the ability to influence and collaborate across internal and external stakeholders.
- Self-motivated, proactive, and ownership-driven mindset.
- Proficiency in Microsoft Word, Excel, and PowerPoint.
- Entrepreneurial mindset with the ability to operate effectively in a fast-paced environment.

What the Company Offers

- Competitive compensation package.
- Opportunity to take ownership of key compliance initiatives.
- Flat organizational structure with an open and collaborative culture.
- Exposure to an international, multicultural working environment.
- Medical insurance coverage, where applicable.
- Birthday leave.

Company Description