



PR/087330 | Integrity, Risk & Compliance Officer (m / f / d)

Job Information

Recruiter

JAC Recruitment Germany

Job ID

1574898

Industry

Automobile and Parts

Job Type

Permanent Full-time

Location

Tokyo - 23 Wards

Salary

Negotiable, based on experience

Refreshed

February 10th, 2026 06:00

General Requirements

Minimum Experience Level

Over 6 years

Career Level

Mid Career

Minimum English Level

Business Level

Minimum Japanese Level

Fluent

Minimum Education Level

Associate Degree/Diploma

Visa Status

No permission to work in Japan required

Job Description

OVERVIEW

A Japanese subsidiary of a global automotive manufacturer is looking for an Integrity, Risk & Compliance Officer (m/f/d) for its office in Shinagawa, Tokyo. The position includes independent advice to the management and departments, targeted trainings for the management and employees regarding legal and internal requirements to prevent corruption, embezzlement, fraud and money laundering.

RESPONSIBILITIES

Establishment, monitoring and improvement

- Establishment and management of an effective and efficient CMS and RMS/ICS in alignment with next levels accountable as well as localization of the company's Integrity strategy.
- Ongoing monitoring, assessment and effective as well as efficient improvement of Compliance and Ethic programs in area of responsibility.
- Independent monitoring and development of improvements of the CMS.

- Independent advice regarding Compliance and Integrity questions to Representative Directors and senior management as well as to employees.

Whistleblower System-related

- Handling Other Regulation Violations, including investigations and liaising with HR regarding sanctions.
- Supporting the Central Investigation Office with any queries regarding company-related hints received centrally.
- Supporting the company's Representative Directors with Root Cause Analysis for substantiated Serious Regulatory Violations.

Risk

- Determining the scope of the risk management processes for the individual business units within the company.
- Guide the involved business units through the processes for RMS/ICS, and track business with delays in implementing additional mitigating actions.

Support and reporting

- Conduct Compliance tasks required by external parties (auditors, etc.) and next Compliance level accountable.
- Representation of the company regarding topics of I&C with regards to internal and external contact persons.
- Decision on Integrity and Compliance-related issues in complex business operations, which might have material impact for the company.

Communication and training

- Developing and/or Lokalisierung training programs on core Compliance, Integrity and Risk topics, and delivering to employees.
- Developing and/or localizing communication strategies and content on core Compliance, Integrity and Risk topics, and delivering to employees.
- Delivering training on anti-corruption to external business partners where required.

REQUIREMENTS

- University degree qualification in finance, commerce, business administration systems, law or similar.
- Language skills: Japanese, English (proficiency in both is essential)
- Several years' experience in risk management, audit and or compliance or similar areas within an international industry company, law firm or audit/consulting company.
- Demonstrable 'know-how' of relevant international and national laws.
- Clear understanding of finance, audit and investigation processes or experience in audit companies.

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Company Description