



## Legal Counsel

**Independent counsel with global business**

### Job Information

**Recruiter**

ALBERTO K.K.

**Job ID**

1574933

**Industry**

Railway, Airline, Other Transport

**Job Type**

Permanent Full-time

**Location**

Tokyo - 23 Wards

**Salary**

10 million yen ~ 12 million yen

**Refreshed**

May 22nd, 2026 01:00

### General Requirements

**Minimum Experience Level**

Over 6 years

**Career Level**

Mid Career

**Minimum English Level**

Fluent

**Minimum Japanese Level**

Fluent

**Minimum Education Level**

Post Grad Degree (PHD/MBA etc)

**Visa Status**

Permission to work in Japan required

### Job Description

This is an exciting new role for a Legal Counsel with a major multinational transportation and e-commerce organisation. It will suit an independent and dynamic in-house lawyer with a strong communication style and presence, who can collaborate with colleagues and senior management alike.

The main responsibilities are as follows:

- Act as a trusted legal partner to business leaders, advising on corporate structure, commercial activities, and regulatory considerations across Japan and the wider APAC region
- Contribute legal expertise to strategic projects, including mergers, acquisitions, joint ventures, and other growth initiatives
- Lead the preparation, negotiation, and finalization of diverse commercial agreements, covering property, construction, technology procurement, sales, partnerships, and intellectual property licensing

- Drive compliance with Japanese legal and regulatory requirements and help strengthen internal governance practices
- Handle employment-related legal matters, from workplace policies and employee relations to dispute resolution
- Work closely with internal stakeholders across marketing, operations, sales, government affairs, and HR to enable business execution
- Coordinate with external lawyers and interface with government or regulatory bodies when required

For more information and a confidential discussion, please contact Andrew directly at [andrew@alberto-recruitment.com](mailto:andrew@alberto-recruitment.com)

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## Required Skills

The main requirements are as follows:

- Bilingual legal professional with strong drafting and negotiation capability in both Japanese and English
  - Licensed to practice law in Japan, the US, or the UK, with hands-on experience in Japanese legal matters
  - Solid background advising on corporate, commercial, labor, and regulatory issues under Japanese law
  - 5–8 years of post-qualification experience, ideally gained across both private practice and in-house roles
  - Demonstrated ability to manage competing priorities and deliver accurate, timely work in fast-paced environments
  - Collaborative and proactive mindset, with excellent communication and stakeholder management skills
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## Company Description