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
November 6th, 2026 02:00

General Requirements

Minimum Experience Level
Over 6 years

Career Level
Mid Career

Minimum English Level
Fluent Level

Minimum Japanese Level
Fluent Level

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

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

Company Description