



PR/095715 | Head of Legal

## Job Information

### Recruiter

JAC Recruitment Vietnam Co., Ltd

### Job ID

1584408

### Industry

Bank, Trust Bank

### Job Type

Permanent Full-time

### Location

Vietnam

### Salary

Negotiable, based on experience

### Refreshed

April 14th, 2026 06:00

## General Requirements

### Minimum Experience Level

Over 6 years

### Career Level

Mid Career

### Minimum English Level

Fluent

### Minimum Japanese Level

None

### Minimum Education Level

Associate Degree/Diploma

### Visa Status

No permission to work in Japan required

## Job Description

### Company and Job Overview

JAC's client, a Japanese fintech startup company is looking for a Head of Legal position.

Location: Ho Chi Minh City

### Job Responsibilities

Regulatory Strategy & Compliance:

- Interpret and navigate Vietnam's financial regulatory framework (banking, lending, payments)
- Develop legal structures for BNPL services in partnership with licensed banks  
Anticipate regulatory risks and design mitigation strategies

### Banking & Strategic Negotiation

- Lead contract negotiations with partner banks and key stakeholders

Structure and review tripartite agreements (Bank – Company – Merchant)

- Act as the legal counterpart in high-stakes discussions with financial institutions

#### Data Protection (PDPD / PDPL)

- Lead data protection strategy and compliance (PDPD / PDPL)
- Design data governance frameworks (controller vs processor positioning)
- Oversee DPIA and cross-functional data compliance

#### Contracting & Legal Operations

- Draft and review key commercial agreements (Service Agreement, Merchant Agreement, etc.)
- Manage and optimize external law firms (cost, speed, quality)

#### Legal Leadership & Business Partnership

- Build and lead the in-house legal function in Vietnam
- Provide strategic legal advice to management and business teams
- Enable business growth while maintaining compliance integrity

#### Job Requirements

##### Must-have:

- Bachelor's degree in Law (Master's degree is a plus)
- 8+ years of relevant legal experience
- Strong expertise in banking, financial services, or fintech regulation
- Proven experience in contract negotiation with banks or financial institutions
- Solid understanding of Vietnam regulatory environment
- Fluent in English (professional working proficiency)

##### Preferred:

- Experience in fintech / BNPL / digital lending / payments
- Experience at leading law firms (banking & finance team), OR in-house legal at banks / fintech companies
- Hands-on experience with PDPD / data protection regulations
- Experience dealing with regulators or compliance inspections
- Ability to operate in ambiguous and fast-changing environments
- Research
- Capability: Ability to proficiently use professional networks such as LinkedIn

and genuine interest in identifying the “best-fit” individuals through creative approaches.

- Mindset: Enjoys a fast-paced work environment, with the ability to adapt and proactively solve problems.
- Skills: Strong organizational and time management skills with close attention to detail.

##### Ideal Candidate Profile:

- Navigate regulatory uncertainty and provide practical solutions
- Confidently engage and negotiate with banking partners
- Balance “compliance” and “business growth” without blocking execution
- Act as a strategic partner, not just a legal advisor

#### Benefits

- Opportunity to shape a new financial business model in Vietnam
- High ownership and direct impact on business strategy
- Close collaboration with global teams (Japan HQ)
- Dynamic and entrepreneurial environment
- Competitive compensation aligned with senior-level talent

Interested applicants, click [APPLY NOW](#)

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## Company Description