



【Global Role】 Compliance Core Member | Law degree preferred

Job Information

Hiring Company

JAC Recruitment Co., Ltd.

Job ID

1586322

Industry

Recruitment Agency

Company Type

Large Company (more than 300 employees)

Non-Japanese Ratio

(Almost) All Japanese

Job Type

Permanent Full-time

Location

Tokyo - 23 Wards, Chiyoda-ku

Train Description

Toei Mita Line, Jimbocho Station

Salary

4 million yen ~ 7 million yen

Salary Bonuses

Bonuses paid on top of indicated salary.

Work Hours

9 : 30~17 : 30(休憩時間60分)、フレックスタイム制あり (コアタイム11:00~16:00)

Holidays

完全週休二日制 (土・日曜)、祝日、夏季休暇、年末年始休暇

Refreshed

April 24th, 2026 14:00

General Requirements

Minimum Experience Level

Over 1 year

Career Level

Mid Career

Minimum English Level

Business Level

Minimum Japanese Level

Fluent

日本語N1レベルを求める

Minimum Education Level

Bachelor's Degree

Visa Status

Permission to work in Japan required

Job Description

◀Role Highlights & Responsibilities▶

- Engage in global legal operations at a Japanese multinational company.
- No prior experience required — opportunities include drafting and reviewing English contracts, as well as planning and promoting internal compliance initiatives.
- As a legal professional supporting a company operating across 12 countries and 36 locations, you will gain broad exposure and build a strong, versatile career.

Responsibility

To ensure continued business growth, our organizational goal is to build an effective compliance system and create a foundation for appropriately controlling risks across the entire group. Working in collaboration with other team members, you will be responsible for reviewing and drafting contracts, promoting internal compliance and providing employee guidance, and handling disputes.

Job Description...

1.Reviewing/Drafting Contract

- Reviewing/Drafting English Contract or Memorandum related to Recruitment Business (Monthly Compliance review request: 60-100 cases)
- Main duty shall be reviewing/drafting contracts.
- Communicating with Consultant regarding to the contract/memorandum reviewing/drafting in English.
- Approximate number of contract review/draft cases per month:20-40 cases
- Review/Draft of Purchase Agreement related document. (Monthly Compliance review request:60-100 cases)
- Contract review/draft on matters related to IT system, employee recruitment, Jon posting, or drafting/reviewing contracts related to outsourcing within the group company or external sources.

2.Promoting Corporate Compliance

- Assisting employee (20-30 advising cases per month).
- Cooperate with Manager to assist and educate employee depending on each individual cases.
- dvising employee on concerns with various laws (Employment Security Act, Labor Laws, Act on the Protection of Personal Information and etc.)
- Cooperate with Manager and related division to consider, plan, and create In-House Compliance training materials.
- Operate In-House Compliance training/seminar.

3.Protection of Personal Information

- Creation, management, and monitoring of privacy policies and terms of use for group companies, including those in Japan and monitoring of relevant laws and regulations.

4.Regulation monitoring, license management, and government compliance.

- Monitoring of laws and regulations concerning paid employment placement and related services in various countries, including Japan.
- Filing notifications with the relevant government agency and responding to audits based on a paid employment placement license.

5. Legal consultation regarding internal business matters.

<Hiring Rationale>

Our division is working to strengthen its legal and compliance functions, which extend beyond domestic operations to encompass the entire group of companies. A key role of our team is to organize legal and compliance issues from a group-wide perspective and, in collaboration with each company and division, to achieve both business growth and risk control. Against this backdrop, our English service team is recruiting for this position with the aim of creating a system that supports the business growth of the entire group, both domestically and internationally, from a legal and compliance standpoint, particularly in our core business of recruitment placement. This position requires the use of both Japanese and English in daily communication, so business-level or higher proficiency in both Japanese and English is essential.

Employment Type

Full-time (6-month probation period)

Salary

Base annual salary: JPY 4,000,000 – 6,300,000
 Monthly salary: JPY 333,334 – 525,000
 (Base monthly salary: JPY 233,330 – 367,500 + fixed overtime allowance)
 Bonus: Twice a year (July and January)
 Performance-based bonus awarded twice a year based on evaluation results

Location

Tokyo Head Office
 Jinbocho Mitsui Building 14F, 1-105 Kanda-Jinbocho, Chiyoda-ku, Tokyo

Access:5-minute walk from Jinbocho Station

Benefits & Welfare

- Full social insurance coverage (Health insurance, Employees' pension, Employment insurance, Workers' compensation)
- Group life insurance (fully covered by the company)
- Retirement plan (defined contribution pension)
- Childcare leave / Family care leave programs
- Childcare allowance program
- Accumulated paid leave system
- Employee stock ownership plan
- Long-service award program
- Lunch subsidy And more

Required Skills

[Required Experiences]

- No prior experience required (For those with legal work experience, compensation will be determined based on experience and skills).

★For those with no prior experience, you must meet one of the following criteria: 1. If you meet either of the following conditions ① or ②.

- ① Individuals who have graduated from university or graduate school and possess strong logical thinking skills.
- ② Applicant who has basic legal knowledge.

[Required skills/Knowledges]

- We are looking for someone who can communicate flexibly and adapt to changing situations, and who can work collaboratively with other team members.
- Business-level or higher English proficiency (English proficiency sufficient to review and draft English contracts), and for non-native Japanese speakers, business-level or higher Japanese proficiency.
- Individuals with a proactive mindset for acquiring legal knowledge

[Preferable]

- Knowledge related to Employment Security Act, enforcement regulations, and Notification of the Ministry of Health, Labor and Welfare of Japan.
- At least two years of experience working at a law firm or in corporate legal division.
- Persons with legal qualifications such as lawyers, judicial scriveners, and social insurance attorney.
- Knowledge of global data protection regulations

[Expected Traits and Actions]

- High awareness of legal compliance
- Persuasive adjustment ability
- To persuade stakeholder who has different benefits and position and protect company and employees from violating legal matters.
- To be able to convince when giving instructions.
- Absolute confirmation ability.
- To avoid Compliance Violation or to avoid conflict of interest, if the document is abstract, examine thoroughly and in great dept.
- Not just for the Compliance matter but to pay attention for the changes in conditions of transaction and protect Company's interest.

Selection Process

Document screening → 2–3 rounds of interviews → Offer

Note: An online aptitude test will be conducted.

Additional Information

- Start date will be determined upon consultation.
- Please note that application documents will not be returned.

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