



【MLRO/AML Compliance Director ~20M¥】 Crypto/Digital Assets

Job Information

Recruiter

SPOTTED K.K.

Job ID

1591028

Industry

Legal

Company Type

Large Company (more than 300 employees) - International Company

Job Type

Permanent Full-time

Location

Tokyo - 23 Wards

Salary

15 million yen ~ 20 million yen

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General Requirements

Minimum Experience Level

Over 6 years

Career Level

Mid Career

Minimum English Level

Fluent

Minimum Japanese Level

Native

Minimum Education Level

Bachelor's Degree

Visa Status

Permission to work in Japan required

Job Description

MLRO / AML Director – Japan (Crypto / Digital Assets)

Compensation: ¥15M–¥20M base + benefits

We are partnering with a fast-growing international digital assets business to appoint a **Money Laundering Reporting Officer (MLRO) / AML Director** in Japan. This is a critical leadership role with direct regulatory exposure and ownership of the AML/CTF framework in a highly dynamic and evolving environment.

The Role

You will take full responsibility for the design, implementation, and oversight of the firm's AML/CTF program in Japan, acting as the primary point of contact with local regulators and ensuring alignment with both domestic and global compliance standards.

Key Responsibilities

- Lead and enhance AML/CTF policies, procedures, and controls in line with Japanese regulations (PSA, FIEA)
- Act as the appointed MLRO and main liaison with the FSA and relevant authorities
- Oversee transaction monitoring, SAR filings, CDD and EDD processes
- Manage AML audits (internal/external) and remediation initiatives
- Build and lead a small but high-impact compliance team (1 Manager + 1 Junior)
- Deliver training and foster a strong compliance culture across the organization
- Stay ahead of regulatory developments in Japan and internationally (e.g. FATF)

Why this opportunity?

- High-impact, standalone leadership role in Japan
- Direct exposure to regulators and senior stakeholders
- Fast-paced, international environment within the digital assets space
- Opportunity to shape and build the compliance function locally

Required Skills

Requirements

- Proven experience as MLRO or senior AML leader within financial services, fintech, or crypto
- Strong knowledge of Japanese regulatory frameworks (PSA, FIEA)
- Experience interacting directly with regulators (FSA preferred)
- Fluency in Japanese and English
- Relevant certifications (e.g. CAMS) highly desirable

Company Description