



Understanding People

## Chief Compliance Officer チーフコンプライアンスオフィサー

¥27M base salary, Hybrid work

### Job Information

#### Recruiter

Specialized Group

#### Job ID

1592970

#### Industry

Securities

#### Job Type

Permanent Full-time

#### Location

Tokyo - 23 Wards

#### Salary

Negotiable, based on experience

#### Refreshed

May 20th, 2026 19:40

### General Requirements

#### Minimum Experience Level

Over 6 years

#### Career Level

Executive

#### Minimum English Level

Business Level

#### Minimum Japanese Level

Business Level

#### Minimum Education Level

Bachelor's Degree

#### Visa Status

Permission to work in Japan required

### Job Description

#### Chief Compliance Officer チーフコンプライアンスオフィサー - Securities/Investment (27M Yen Base, Hybrid)

Our client, a leading fintech company, is seeking a Chief Compliance Officer for their newly established securities and investment business in Tokyo. This high-impact leadership role offers the opportunity to shape the launch and development of capital markets products in Japan, working closely with global teams and Japanese regulators. The position offers a competitive salary of up to 27M Yen base with additional bonuses, and a hybrid work setup.

#### Key Responsibilities:

- Lead regulatory engagement with KLF and FSA
- Oversee Type 1 FIBO license acquisition and maintenance
- Develop and enhance compliance frameworks and governance structures
- Conduct compliance monitoring and testing activities

- Prepare management reports on regulatory and compliance risks
- Act as Chief Internal Control Officer for Japan
- Educate stakeholders on Japanese regulatory requirements
- Collaborate with global teams on compliance integration

**Qualifications:**

- 10+ years compliance experience in securities firm or Type 1 FIBO
  - Expertise in Japanese financial regulations, FIEA, FSA, JSDA
  - Experience with KLFB and/or FSA
  - Business-level to fluent Japanese and English communication skills
  - Compliance Officer qualification (内部管理責任者資格)
  - Securities Representative License (証券外務員資格)
  - Experience with fintech or digital financial services is preferred but not mandatory
  - Experience with investments or capital markets products is preferred but not mandatory
  - Experience designing compliance processes across multiple jurisdictions is preferred but not mandatory
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**Company Description**