



[MLRO / AML Director] - Digital Assets

Job Information

Recruiter

SPOTTED K.K.

Job ID

1593280

Industry

Other (Banking and Financial Services)

Job Type

Permanent Full-time

Location

Tokyo - 23 Wards

Salary

15 million yen ~ 20 million yen

Refreshed

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General Requirements

Minimum Experience Level

Over 6 years

Career Level

Mid Career

Minimum English Level

Business Level

Minimum Japanese Level

Native

Minimum Education Level

Bachelor's Degree

Visa Status

Permission to work in Japan required

Job Description

About the Company

A licensed fintech business operating at the intersection of digital assets and regulated financial services. The company provides trading and payment infrastructure that connects fiat and crypto, with a strong emphasis on regulatory compliance, institutional-grade security, and operational transparency. Operating across Asia with active engagement with local financial regulators, the business is in a period of strategic expansion within the Japanese market.

Position Summary

The company is seeking a senior AML/Compliance professional to take on the role of Money Laundering Reporting Officer (MLRO) for its Japan operations. Reporting to senior leadership, this individual will own the end-to-end AML/CTF framework, lead regulatory engagement with the Japan FSA, and manage a small but focused compliance team. The role combines strategic oversight with hands-on execution and is suited to someone who is comfortable operating independently in a regulated and technically complex environment.

Why This Role Matters

Regulatory compliance in digital assets is no longer peripheral — it is central to whether a business can operate, scale, and retain its license. This role sits at the core of that function in Japan. The MLRO will have direct accountability for the firm's AML/CTF posture and will serve as the primary point of contact with the FSA, giving the role both significant internal authority and external visibility. The decisions made in this position will directly influence how the business develops its compliance infrastructure and manages its regulatory relationships during a critical phase of growth in the Japanese market.

Key Responsibilities

- Own, maintain, and continuously improve the AML/CTF compliance framework in line with applicable Japanese regulations, including the Payment Services Act (PSA) and Financial Instruments and Exchange Act (FIEA)
- Act as the appointed MLRO and serve as the primary liaison with the Japan Financial Services Agency (FSA) and other relevant authorities
- Oversee transaction monitoring operations, including escalation procedures, suspicious activity reporting (SARs), and regulatory filings
- Manage customer due diligence (CDD) and enhanced due diligence (EDD) programs, with particular attention to high-risk client profiles
- Lead AML-related internal audits and drive remediation of identified gaps
- Design and deliver compliance training programs to build awareness and accountability across the business
- Collaborate with international compliance teams to ensure alignment with FATF standards and global best practices
- Provide senior management with clear, timely reporting on AML risks, regulatory developments, and compliance performance

Required Skills

Requirements

- Substantial experience in an AML, compliance, or MLRO role within a regulated financial institution in Japan
- Strong, working knowledge of the Japanese regulatory framework, including the PSA, FIEA, and FSA supervisory expectations
- Demonstrable experience engaging directly with Japanese financial regulators
- Familiarity with digital assets, cryptocurrency, or blockchain-related financial services — either through direct experience or close regulatory exposure
- Solid understanding of FATF recommendations and international AML/CTF standards
- Experience overseeing transaction monitoring systems and managing SARs processes
- Proven ability to work with lean teams and manage compliance operations with a degree of autonomy
- Business-level Japanese (written and spoken); working proficiency in English for international collaboration
- Relevant professional qualifications (e.g., CAMS, CFE, or equivalent) are an advantage

Ideal Candidate Profile

This role is best suited to a compliance professional who has built a career in regulated financial services in Japan — ideally within banking, securities, payments, or fintech — and who is looking to take full ownership of an AML function in a more dynamic environment. The successful candidate will be equally comfortable engaging with regulators and working through operational detail. They will bring sound regulatory judgment, a practical approach to risk, and the confidence to build and enforce compliance standards in a business that is evolving quickly.

Company Description