



[Head of Legal] – Global Manufacturing Company

Job Information

Recruiter

SPOTTED K.K.

Job ID

1593281

Industry

Other (Manufacturing)

Job Type

Permanent Full-time

Location

Tokyo - 23 Wards

Salary

12 million yen ~ 17 million yen

Refreshed

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General Requirements

Minimum Experience Level

Over 10 years

Career Level

Executive

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

This is a global manufacturer of consumer appliances with a strong engineering heritage and significant market presence across Asia, Europe, and other international markets. The company operates across more than 200 countries and regions, with a product portfolio spanning major household categories. Rooted in Japanese engineering standards, it now operates within an international group structure with large-scale production and distribution capabilities.

Position Summary

The Head of Legal is responsible for the overall direction and management of the legal function across the group. This includes oversight of legal operations, compliance programs, intellectual property management, and enterprise risk. The role leads a legal team and acts as a trusted advisor to the business on all legal and regulatory matters.

Why this role matters?

The Head of Legal holds one of the most cross-functional leadership positions in the organization. With accountability spanning legal affairs, compliance, intellectual property, and risk management across a multi-entity group, this role has direct influence on how the business navigates both domestic and international challenges. The person in this seat works closely with senior management and business leaders, shaping governance frameworks and providing the legal foundation for strategic decisions. It is a role with real organizational weight and broad visibility.

Key Responsibilities

Department leadership & strategy

- Lead and manage the legal team, setting direction and building capability
- Develop and implement legal strategies that align with overall business objectives
- Build and maintain enterprise-wide legal risk frameworks

Corporate legal & contracts

- Draft, review, and negotiate contracts in both Japanese and English
- Provide legal counsel on corporate matters and business transactions
- Support internal legal operations across the group

Intellectual property & compliance

- Oversee management of the company's IP portfolio
- Design and maintain compliance programs and internal regulatory frameworks
- Review and update internal policies and governance documentation

Risk management & disputes

- Identify, assess, and mitigate legal risks across the business
- Manage disputes including litigation and arbitration matters
- Lead or coordinate crisis response and incident management from a legal perspective

Business partnering & project support

- Provide legal support to internal business initiatives and cross-functional projects
- Develop legal risk maps across key business operations and functions

Required Skills

Requirements

Education

- Law degree or completion of a graduate law program

Experience

- 15 or more years of legal experience in Japan, either in private practice or in-house
- Demonstrated experience managing a legal team or department

Language

- Business-level English is required; the interview process will include an English-language component
- Native or near-native Japanese

Skills & competencies

- Strong leadership and people management skills
- Ability to communicate complex legal issues clearly to non-legal stakeholders
- High degree of ownership and professional accountability

Preferred Qualifications

- Legal qualification (e.g., bengoshi or equivalent)
- Experience in a multinational corporation or international law firm
- Background in manufacturing or industrial sectors
- Working knowledge of intellectual property law and internal controls
- Intermediate or above proficiency in Chinese
- Overseas study or international work experience

Ideal Candidate

The ideal candidate is a senior legal professional who combines strategic thinking with practical execution. They are comfortable operating across legal, compliance, and IP domains, and bring a service-oriented mindset that makes them a genuine partner to business teams. They have a strong sense of organizational risk awareness, are effective at building and leading teams, and can adapt to new areas of law as the business evolves. Experience in global manufacturing environments would be a strong advantage.

Company Description