Accounting Manager

Grow a start-up business

Job Information

Recruiter
Hi-Tech Japan K.K.

Hiring Company
Global Financing Company

Job ID
1597278

Industry
Other (Banking and Financial Services)

Company Type
Small/Medium Company (300 employees or less) - International Company

Non-Japanese Ratio
(Almost) All Japanese

Job Type
Permanent Full-time

Location
Tokyo - 23 Wards, Minato-ku

Salary
9 million yen ~ 15 million yen

Refreshed
November 3rd, 2026 10:00

General Requirements

Minimum Experience Level
Over 6 years

Career Level
Mid Career

Minimum English Level
Business Level (Amount Used: English usage about 25%)

Minimum Japanese Level
Native Level

Minimum Education Level
Bachelor's Degree

Visa Status
Permission to work in Japan required

Job Description

This is a genuine build role. The Japan finance function is currently outsourced and Excel-based, the mandate is to bring it in-house, professionalize it, and put in place the systems, controls and reporting standards needed to support rapid growth across a multi-entity group. Working directly with the Head of Finance, you will shape how finance runs in one of the companies most strategically important markets, with visibility to global HQ.

What You Will Own

- Bring the monthly close in-house and accelerate it to a five business day cycle across the group
- Lead consolidated reporting across the Japan group (the holding company and its operating subsidiaries) and improve the reporting process to global HQ
- Drive the transition from a tax-filing basis to full JGAAP compliance, then support the subsequent JGAAP to IFRS conversion at the consolidated level
- Standardize fiscal year-ends across group companies, migrating the group to a December year-end
- Implement lease accounting
- Lead the rollout of the new accounting platform (freee) and the group-wide ERP (Microsoft Dynamics 365)
- Prepare the group for, and support, its first voluntary external audit
- Build and strengthen internal controls across all group entities
- Own vendor and payment management, including group-level cash management

Why Join

- Build and own the finance function of a high-profile, well-funded global mobility company at its Japan inflection point
- A broad mandate spanning accounting, systems, controls, audit and M&A integration, rather than a narrow lane
- Central Tokyo office
- Direct exposure to senior leadership and global headquarters

Required Skills

Required

- Qualified accountant (JICPA, USCPA or equivalent) or strong, demonstrable experience in a senior accounting role
- JGAAP knowledge with hands-on monthly and consolidated close experience
- Experience managing accounting across multiple legal entities
- Business-level Japanese and English (the role reports into an English-speaking global parent)
- A hands-on, build-from-scratch mindset suited to a lean, fast-moving environment

Preferred

- IFRS experience, including JGAAP to IFRS conversion
- Experience implementing accounting systems or ERP (freee, Microsoft Dynamics 365)
- Big 4 audit background, or experience preparing a company for external audit
- Internal controls or J-SOX experience
- Experience in a PE or VC-backed, high-growth, or M&A-active business

Company Description