Legal & Compliance Counsel - Leading MedTech

Independent role with overseas report

Job Information

Recruiter
ALBERTO K.K.

Job ID
1600675

Industry
Medical Device

Job Type
Permanent Full-time

Location
Tokyo - 23 Wards

Salary
10 million yen ~ 14 million yen

Refreshed
October 23rd, 2026 06:00

General Requirements

Minimum Experience Level
Over 6 years

Career Level
Mid Career

Minimum English Level
Business Level

Minimum Japanese Level
Native Level

Minimum Education Level
Bachelor's Degree

Visa Status
Permission to work in Japan required

Job Description

Be a trusted legal partner to the business, providing practical, commercial advice and helping to manage legal, regulatory, compliance, and governance risks.

Drive a strong culture of compliance and ethical business practices, and work closely with the overseas colleagues on key legal and compliance matters across Japan.

The key responsibilities are:

- Serve as a trusted legal advisor, providing practical and commercially focused guidance to business stakeholders
- Draft, review, negotiate, and advise on a broad range of commercial contracts and legal documentation
- Partner with cross-functional teams to ensure business activities align with applicable laws, regulations, industry standards, and internal policies
- Lead and enhance compliance initiatives across Japan, promoting a strong culture of ethics and integrity while helping to mitigate regulatory and compliance risks
- Design and deliver engaging training programs on legal, compliance, privacy, and related topics to build awareness

and capability across the organization
- Lead, coach, and develop members of the legal and compliance team, fostering a collaborative and high-performing environment

For more information and a detailed discussion, please contact Andrew directly on 080 4434 7887 or at andrew@alberto-recruitment.com

The successful candidate will have the following:

- A strong legal background, supported by excellent academic achievements and substantial post-qualification experience gained in private practice, in-house, or a combination of both
- Approximately 8–10 years of experience advising on commercial and corporate legal matters
- Proven ability to provide practical, business-oriented legal advice to senior leaders and cross-functional stakeholders
- Professional fluency in both Japanese and English, with excellent written and verbal communication skills
- Experience in the healthcare, life sciences, or other highly regulated industries is beneficial
- Knowledge of compliance frameworks and regulatory risk management would be an asset
- Legal training or qualifications from a Commonwealth jurisdiction are welcomed but not required

Company Description