Head of Legal Japan (JPY 18M ~ 22M) - Senior Management

New Position working with APAC lead

Job Information

Recruiter
ALBERTO K.K.

Job ID
1600847

Industry
Other

Job Type
Permanent Full-time

Location
Tokyo - 23 Wards

Salary
18 million yen ~ 25 million yen

Refreshed
November 9th, 2026 01:00

General Requirements

Minimum Experience Level
Over 10 years

Career Level
Executive

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

A leading global company is seeking an experienced **Head of Legal, Japan** to lead its legal function in one of its most important international markets.

This is a senior leadership position combining strategic legal advice with hands-on commercial support. The successful candidate will work closely with the Japan leadership team and regional stakeholders, advising on a broad range of legal, regulatory and business matters.

The role is suited to a commercially minded lawyer who enjoys working close to the business in a fast-moving, international environment. Rather than operating as a narrow technical specialist, you will be expected to understand commercial priorities, assess risk pragmatically and help the business move forward.

Key Responsibilities

- Lead the legal function for Japan and act as a trusted advisor to senior management
- Provide strategic and practical legal advice across day-to-day business operations

- Advise on commercial contracts, partnerships, distribution arrangements and strategic projects
- Support marketing, advertising, promotions, sponsorships and consumer-facing initiatives
- Advise on regulatory, compliance and corporate governance matters
- Support digital, data privacy, e-commerce and technology-related matters
- Identify and manage legal and reputational risk
- Oversee disputes, investigations and external counsel where required
- Work closely with regional and global legal teams on cross-border matters
- Develop practical legal processes, policies and risk-management frameworks
- Provide legal training and guidance to business stakeholders
- Support new business initiatives and evolving commercial models

We are looking for an experienced lawyer with:

- 10 ~ 15 years experiuence working as an in-house counsel ideally in a foreign global company
- Native Japanese with fluency in English
- Broad coverage area including corporate commercial law, employment law, marketing law
- Admitted to the bar in Japan and/or the US
- Management experience a plus

Why Consider This Opportunity?

- Senior leadership role with significant visibility across the Japan business
- Direct involvement in strategic and commercial decision-making
- Broad legal scope beyond a traditional corporate legal position
- Close partnership with senior local and international stakeholders
- Exposure to innovative, high-profile and consumer-facing projects
- International working environment with substantial autonomy
- Opportunity to shape the legal function and influence business strategy

This is just one of a number of exclusive positions we are currently handling in Tokyo. For a confidential discussion about this opportunity or others, please call Ken on 080-4118-2177 or email ken@alberto-recruitment.com.

Company Description