Legal & Compliance Counsel - Global FMCG

Full control of legal for growing brand

Job Information

Recruiter
ALBERTO K.K.

Job ID
1604568

Industry
Apparel, Fashion

Job Type
Permanent Full-time

Location
Tokyo - 23 Wards

Salary
12 million yen ~ 15 million yen

Refreshed
October 30th, 2026 13:00

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
Post Grad Degree (PHD/MBA etc)

Visa Status
Permission to work in Japan required

Job Description

An exciting role with a leading global brand making waves in sports and leisure. You will take charge of all legal and compliance affairs, with an international team, using English and Japanese to work as a trusted business partner. Excellent growth potential.

The main responsibilties of the role are:

- Provide practical legal support to the business by drafting, reviewing, and negotiating a wide range of commercial agreements while advising stakeholders on day-to-day legal and strategic matters
- Lead corporate governance and company secretarial activities, ensuring the organisation maintains strong governance standards and meets its statutory and regulatory obligations
- Oversee legal compliance, ethics, privacy, and regulatory matters by developing effective policies, managing legal risk, and promoting a culture of integrity across the business
- Advise on competition, consumer protection, marketing, and digital business initiatives, helping commercial teams deliver growth while remaining compliant with applicable laws
- Manage complex negotiations, oversee relationships with external counsel, and support significant business projects,

disputes, and regulatory matters as required
- Monitor legal and regulatory developments, provide pragmatic guidance to senior management, and deliver training to enhance legal awareness throughout the organisation

For more information, and a confidential discussion, contact Andrew at andrew@alberto-recruitment.com

Required Skills

The successful candidate will have the following:

- Qualified lawyer (Japan or overseas) with approximately 3-7 years of post-qualification experience gained in private practice, with in-house experience an advantage
- Fluent in both Japanese and English, with strong drafting, negotiation, and stakeholder management skills in a bilingual business environment
- Solid grounding in commercial contracts, corporate law, governance, and regulatory compliance, with the ability to provide practical, business-focused legal advice
- Experience supporting a dynamic commercial organisation, including advising on day-to-day legal matters and managing competing priorities in a fast-paced environment
- Exposure to privacy, technology, employment, or other areas of general commercial law, together with experience working in an international or cross-border business environment, would be considered an advantage

Company Description