

PR/119930 | Legal Director

Job Information

Recruiter
JAC Recruitment Thailand

Job ID
1604876

Industry
Retail

Job Type
Permanent Full-time

Location
Thailand

Salary
Negotiable, based on experience

Refreshed
November 3rd, 2026 01:00

General Requirements

Minimum Experience Level
Over 10 years

Career Level
Mid Career

Minimum English Level
Business Level

Minimum Japanese Level
None

Minimum Education Level
Associate Degree/Diploma

Visa Status
No permission to work in Japan required

Job Description

Legal Director

Location: Bangkok & Chachoengsao

Position Overview

The Legal Director leads the Legal Department and serves as a strategic advisor to senior management. This role is responsible for ensuring legal compliance, managing legal and regulatory risks, supporting business growth, and protecting the company's interests across all operations in Thailand and overseas.

Key Responsibilities

Legal Strategy & Business Partnership

- Develop and implement legal strategies aligned with business objectives.
- Advise executives on legal, commercial, and strategic matters.
- Support business expansion, investments, and corporate initiatives.

Legal Operations & Contract Management

- Review, draft, and negotiate domestic and international contracts.
- Provide legal advice on commercial, corporate, labor, tax, IP, environmental, and regulatory matters.
- Ensure legal documentation protects the company's interests and minimizes risks.

Corporate Governance & Compliance

- Ensure compliance with applicable laws, regulations, and corporate policies.
- Oversee Board and Shareholders' meetings and governance matters.
- Monitor regulatory developments and advise management on their impact.

Legal Risk Management & Dispute Resolution

- Develop and maintain legal risk management frameworks.
- Manage litigation, arbitration, disputes, and regulatory investigations.
- Provide proactive legal solutions to mitigate business risks.

M&A and Investment Support

- Support mergers, acquisitions, joint ventures, and investment projects.
- Conduct legal due diligence and transaction reviews.
- Coordinate with external legal advisors and stakeholders.

Leadership & Stakeholder Management

- Lead, develop, and mentor the legal team.
- Manage relationships with regulators, government agencies, and external counsel.
- Promote ethical business conduct, compliance, and anti-corruption practices.

Data Privacy & Cybersecurity

- Oversee compliance with PDPA and cybersecurity regulations.
- Support data protection, privacy governance, and information security initiatives.

Special Projects

- Participate in strategic corporate projects and other assignments as directed by management.

Qualifications

Education

- Bachelor's Degree in Law (LL.B.) required.
- Master's Degree in Law (LL.M.) or MBA preferred.

Experience

- Minimum 10 years of legal experience in corporate legal, commercial, or compliance functions.

- Experience with a listed company, multinational organization, or manufacturing business is highly preferred.
- Proven experience in contract negotiation, corporate governance, compliance, and legal risk management.
- M&A and international legal exposure is an advantage.

Skills & Competencies

- Strong knowledge of corporate and commercial law.
- Excellent contract drafting and negotiation skills.
- Strong leadership, analytical, and problem-solving abilities.
- Business-oriented mindset with sound commercial judgment.
- Excellent communication and stakeholder management skills.
- Proficient in Microsoft Office (Word, Excel, PowerPoint).
- Good command of English and Thai, both written and spoken.

Reporting Line

Reports directly to the Director of Support Functions and works closely with senior management and business leaders across the organization.

Notice: By submitting an application for this position, you acknowledge and consent to the disclosure of your personal information to the Privacy Policy and Terms and Conditions, for the purpose of recruitment and candidate evaluation.

Privacy Policy Link: https://www.jac-recruitment.th/privacy-policy
Terms and Conditions Link: https://www.jac-recruitment.th/terms-of-use

Company Description