

Corporate Attorney – Japan | Gaming & Technology

¥15M+ | Global Gaming | Legal | Hybrid

Job Information

Hiring Company
Xsolla Japan

Job ID
1607308

Industry
Gaming

Job Type
Permanent Full-time

Location
Tokyo - 23 Wards

Salary
15 million yen ~ 17 million yen

Salary Bonuses
Bonuses paid on top of indicated salary.

Work Hours
In accordance with company regulations

Holidays
In accordance with company regulations

Refreshed
November 11th, 2026 02:00

General Requirements

Minimum Experience Level
Over 6 years

Career Level
Mid Career

Minimum English Level
Fluent Level

Minimum Japanese Level
Fluent Level

Minimum Education Level
High-School

Visa Status
Permission to work in Japan required

Job Description

≪Job Description & Position Highlights≫

- Responsible for all legal matters related to the Japan business, including commercial contracts, human resources and labor, governance, and regulatory compliance
- A rewarding role where you can support global projects and drive business growth while managing legal risks for the Japan business

- A rewarding role where you can collaborate with legal teams and external counsel around the world and apply your expertise in an international environment
- A highly competitive position based in Tokyo that allows for hybrid remote work and offers the potential to earn an annual salary of 15 million yen or more

【Job Responsibilities】
We are looking for a Corporate Attorney - Japan who is detail-oriented, proactive, and a collaborative team player to join our international Legal team.

- Draft, review, and negotiate a wide variety of commercial agreements, including licensing arrangements, vendor contracts, distribution agreements, and partnership deals
- Advise on Japanese employment and HR matters, including hiring, termination, and compliance with local labor regulations
- Provide corporate governance counsel on entity management, shareholder agreements, and board-level matters specific to Japan
- Manage relationships with and coordinate work of external Japanese counsel across multiple practice areas
- Monitor and advise on regulatory developments in Japan affecting Xsolla's business operations
- Support cross-border transactions and coordinate with global legal teams on multi-jurisdictional matters
- Identify and mitigate legal risks across all Japan business operations

< ABOUT US >
Xsolla is a global commerce company with robust tools and services to help developers solve the inherent challenges of the video game industry. From indie to AAA, companies partner with Xsolla as the merchant of record to help them fund, distribute, market, and monetize their games. Grounded in the belief in the future of video games, Xsolla is resolute in the mission to bring opportunities together, and continually make new resources available to creators. Headquartered and incorporated in Los Angeles, California, Xsolla operates as the merchant of record and has helped over 1,500+ game developers to reach more players and grow their businesses around the world. With more paths to profits and ways to win, developers have all the things needed to enjoy the game. For more information, visit xsolla.com.

*The duties and responsibilities of this position may evolve over time to support the organization's goals and individual growth. This job description is intended to outline the general nature and level of work being performed and is not intended to be an exhaustive list of all duties, responsibilities, and qualifications required.

【Employment Type】
Permanent employee

【Salary】
$105,000 USD plus eligible for bonus

【Working Hours】
In accordance with company regulations

【Work Location】
Tokyo
*Hybrid WFH

【Holidays & Leave】
In accordance with company regulations

【Benefits & Welfare】
In accordance with company regulations

Required Skills

【Qualifications & Skills】

- Minimum of 7 years of experience as a corporate attorney, either at a reputable law firm or in an in-house legal department of a company
- Licensed to practice law in Japan (bengoshi qualification or equivalent required)
- Deep expertise in negotiations and drafting across a wide variety of complex agreements and corporate matters, both for Japanese market and worldwide
- Broad experience handling corporate in-house issues, including licensing deals, vendor contracts, and HR/employment matters
- Full professional fluency in Japanese and English, both written and spoken (required)
- Prior experience in the gaming, entertainment, or technology industry preferred
- Strong analytical, communication, and interpersonal skills
- Ability to work independently, manage multiple priorities, and operate effectively in a globally distributed organization

【Ideal Candidate】
The ideal candidate thrives in a fast-paced, highly dynamic environment and brings deep expertise in corporate law, negotiations, and a broad range of commercial agreements. You will mainly serve as in-house counsel for Xsolla's Japan operations, advising on everything from licensing deals and vendor contracts to local HR matters and corporate governance issues.

Strong analytical skills, exceptional verbal communication, and drafting abilities in both Japanese and English are essential. Prior experience in the gaming industry is a significant plus. If you are passionate about enabling business growth while managing legal risk in one of the world's most sophisticated legal markets, we would love to hear from you.

*By submitting your application, you consent to Xsolla conducting background checks, where permitted by law, after the final

interview stage. All checks will comply with local regulations, and your information will be handled confidentially. Xsolla takes your privacy seriously and will not sell or externally distribute any personal data received during the hiring process. In accordance with applicable data protection laws including the Act on the Protection of Personal Information (APPI), Xsolla is committed to protecting your personal information and respecting your privacy. For any inquiries related to data privacy, please contact: careers@xsolla.com

Company Description