



Understanding People

Senior Legal Counsel シニアリーガルカウンセル | Corporate Legal Affairs

Salary Up to JPY 25M, WFH + Flex Time

Job Information

Recruiter

[Specialized Group](#)

Job ID

1609620

Industry

Communication

Job Type

Permanent Full-time

Location

Tokyo - 23 Wards

Salary

Negotiable, based on experience

Refreshed

August 27th, 2026 13:04

General Requirements

Minimum Experience Level

Over 3 years

Career Level

Mid Career

Minimum English Level

Business Level

Minimum Japanese Level

Business Level

Minimum Education Level

Bachelor's Degree

Visa Status

Permission to work in Japan required

Job Description

Senior Legal Counsel | Corporate Legal Affairs — Leadership Role, Flexible Work, Highly Competitive Compensation

Overview

Our client is an APAC-headquartered telecommunications company investing heavily in its Japan operations as part of a period of rapid regional growth. To support this expansion, they have created a newly established Senior Legal Counsel role to lead all legal matters for the Japan business. Reporting directly to the Head of Legal (Global), the successful candidate will have real scope to shape and build out the legal function locally, working closely with regional leadership along the way. The role offers a competitive salary of up to ¥25M, flexible working arrangements (up to 4 days WFH plus flex time), and genuine autonomy to establish legal operations in Japan as the business continues to scale.

Key Responsibilities:

- Lead legal function for Japan business operations
- Manage corporate governance for Japan entities
- Conduct legal due diligence for M&A and investments
- Draft, review, and negotiate commercial contracts
- Coordinate with external counsel across jurisdictions

Requirements:

- Bengoshi or Foreign Bar Qualified Attorney preferred
- 5-7 years experience in major law firm or related industry
- Fluent in Japanese and English
- Skilled in drafting, reviewing, and negotiating commercial contracts
- Knowledge of corporate governance and entity management in Japan
- Ability to work autonomously and lead legal functions

Company Description