



Senior Compliance Manager - Market Leading FMCG

Senior position in a unique organisation

Job Information

Recruiter

ALBERTO K.K.

Job ID

1609798

Industry

Retail

Job Type

Permanent Full-time

Location

Tokyo - 23 Wards

Salary

16 million yen ~ 19 million yen

Refreshed

September 1st, 2026 10:22

General Requirements

Minimum Experience Level

Over 6 years

Career Level

Mid Career

Minimum English Level

Business Level

Minimum Japanese Level

Native

Minimum Education Level

Bachelor's Degree

Visa Status

Permission to work in Japan required

Job Description

This is an exciting role for an experienced compliance professional to help develop and maintain a strong ethics and compliance framework for a multinational business in Japan. The role combines hands-on advisory work with program management and stakeholder engagement.

Key Responsibilities

- Support the implementation and continuous improvement of the company's compliance framework in line with global standards and local requirements
- Identify and manage compliance risks through risk assessments, monitoring, testing, and remediation activities
- Build strong relationships with business leaders and employees while contributing to regional and global compliance initiatives
- Provide practical advice on areas including anti-bribery, conflicts of interest, third-party risk, internal reporting, and regulatory compliance
- Develop compliance communications and training programs that promote ethical decision-making and a strong culture of integrity

- Support and manage investigations into potential compliance concerns, ensuring appropriate confidentiality, documentation, and follow-up actions
- Prepare reports and analysis on compliance risks, trends, and program effectiveness for senior management

For further details, please contact Andrew directly and in confidence at andrew@alberto-recruitment.com

Required Skills

The successful candidate will have the following profile:

- Bachelor's degree or higher, ideally in law, business, compliance, finance, risk, or a related discipline. Professional qualifications in a relevant field are a plus
 - 7+ years of experience in compliance, legal, risk, audit, internal controls, or a related function, preferably within an international organization
 - Experience developing or supporting compliance frameworks, risk assessments, investigations, monitoring, and business advisory activities, ideally within a regulated environment
 - Strong understanding of corporate ethics, compliance, governance, risk management, and relevant regulatory requirements, combined with sound judgment and a practical, business-focused approach
 - Strong communication, stakeholder management, influencing, and project management skills, with the ability to work effectively across different functions and seniority levels
 - Fluency in both written and spoken **Japanese and English**
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Company Description