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
October 27th, 2026 15:00

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
Bachelor's Degree

Visa Status
Permission to work in Japan required

Job Description

This is an excting 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**

Company Description