



Understanding People

Legal & Compliance Counsel / 法務・コンプライアンス

4 days WFH | Super-flex

Job Information

Recruiter

Specialized Group

Job ID

1611577

Industry

Pharmaceutical

Job Type

Permanent Full-time

Location

Tokyo - 23 Wards

Salary

Negotiable, based on experience

Refreshed

September 24th, 2026 00:00

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

Legal & Compliance Counsel 法務・コンプライアンスカウンセル | 4 Days WFH, Super-Flex, Compact Team

Overview

Our client is seeking a Legal & Compliance Counsel for their Japan operations within a global healthcare products and services company. This role offers the opportunity to lead legal and compliance support across commercial and manufacturing functions while collaborating on global initiatives. Benefits include a flexible work-from-home policy with four days remote per week, a stable team environment, and minimal overtime.

Key Responsibilities:

- Draft, review, and negotiate commercial contracts
- Advise on healthcare regulations and compliance requirements
- Manage external counsel, legal disputes, and investigations
- Provide legal and compliance advice to support Japan operations
- Design and deliver compliance training and risk assessments
- Support compliance with anti-bribery, competition, privacy, and internal policies

Requirements:

- Bengoshi qualified lawyer
- 5+ years post-qualification experience (PQE) in law firm or in-house
- Native Japanese, Business English language skills
- Strong knowledge of Japanese competition and company law
- Experience drafting and negotiating commercial and manufacturing contracts
- Knowledge of healthcare regulations and compliance frameworks in Japan
- Familiarity with anti-bribery, competition, privacy, and internal compliance policies

Benefits:

- Flexible work hours with super-flex system
- Four days work from home per week
- Very low overtime workload

Company Description