



【外資系エネルギー取引】内部統制・ガバナンスリード | コモディティ未経験でも可

日本事業拡大に伴う内部統制構築（ハイブリッド可）

Job Information

Recruiter

Morgan McKinley

Job ID

1618664

Industry

Bank, Trust Bank

Job Type

Permanent Full-time

Location

Tokyo - 23 Wards

Salary

Negotiable, based on experience

Refreshed

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General Requirements

Minimum Experience Level

Over 3 years

Career Level

Mid Career

Minimum English Level

Business Level

Minimum Japanese Level

Fluent Level

Minimum Education Level

Bachelor's Degree

Visa Status

Permission to work in Japan required

Job Description

世界有数の海上エネルギー取引企業と大手ユーティリティ企業による合併会社です。

日本事業拡大のため、Internal Controls & Governance Leadを募集しています。

業務プロセスの改善、リスク・コントロール評価（RCSA）、J-SOX対応をリードしていただきます。

経営層やトレーディング部門と密接に連携しながら、高い裁量と戦略的な影響力を発揮できる環境です。

ハイブリッドワーク可。

主な職務内容

- ・ トレーディング部門・関連部門の内部統制フレームワークの構築・導入、業務プロセスの改善
- ・ インシデントの原因分析、再発防止策の策定、是正措置の進捗管理
- ・ リスク・コントロール・マトリクス（RCM）の管理、業務プロセス記述書の年次更新、J-SOX対応
- ・ 新規事業・商品・システム変更に伴うオペレーショナル・サインオフの管理
- ・ 内部監査・外部監査の国内窓口として、地域統括チームとの連携・調整
- ・ リスク部門責任者への直接レポート、国内の内部統制担当チームの管理・育成

A world-leading **global energy trading company** is seeking an experienced **Internal Controls & Governance Lead** to strengthen its operational risk management, internal control, and corporate governance frameworks in Tokyo.

In this senior leadership position, you will design, implement, and oversee **end-to-end internal control frameworks, Risk and Control Self-Assessments (RCSAs), and J-SOX compliance processes** across commercial energy trading and support functions.

Working closely with **front-office trading teams, operational stakeholders, regional risk teams, and senior management**, you will identify operational risks, enhance governance processes, and establish effective controls to support the company's expanding Japanese business.

You will also lead incident investigations, conduct root cause analyses, manage control remediation initiatives, and oversee **Risk and Control Matrices (RCMs), process documentation, and audit coordination**.

Reporting directly to the **Head of Risk**, this VP-level position offers significant ownership of Japan's internal control environment and the opportunity to build and develop a local governance team.

This opportunity is ideal for professionals with strong experience in **Operational Risk Management, Internal Controls, Risk Governance, J-SOX, or Internal Audit**, including candidates transitioning from financial services or capital markets into the energy and commodities trading sector.

Key Responsibilities

- ・ Design, develop, and implement **end-to-end internal control frameworks** across commercial energy trading and supporting business functions.
- ・ Lead initiatives to improve operational processes, strengthen governance standards, and enhance control effectiveness.
- ・ Manage **Risk and Control Self-Assessments (RCSAs)** to identify, evaluate, and mitigate operational risks.
- ・ Conduct **incident reviews, root cause analyses, and control deficiency assessments** to identify weaknesses and prevent recurring issues.
- ・ Develop and implement mitigating controls, ensuring remediation actions are tracked through to completion.
- ・ Maintain and update **Risk and Control Matrices (RCMs)** and related internal control documentation.
- ・ Coordinate annual reviews and updates of **business process narratives and control procedures**.
- ・ Manage local **J-SOX compliance requirements**, including control documentation, testing coordination, and reporting.
- ・ Oversee the **Operational Sign-Off process** for new business activities, trading products, and system changes.
- ・ Act as the primary local contact for **internal and external audit engagements**.
- ・ Collaborate with regional risk, compliance, audit, and operational teams to ensure consistent governance practices.
- ・ Partner with **front-office trading desks and functional leaders** to embed practical controls into daily business operations.
- ・ Manage, coach, and develop local internal control team members.
- ・ Report key operational risks, governance issues, and control improvement initiatives directly to the **Head of Risk**.
- ・ Support the continued development of Japan's operational risk and internal governance framework as the business expands.

Required Skills

必須条件 経験・資格：

- ・ オペレーショナルリスク、内部統制、監査領域における豊富な実務経験
- ・ コモディティの経験は必須ではありません
- ・ 業務プロセスに関する内部統制、RCM、ガバナンスフレームワークの設計・文書化・導入を主導した実務経験
- ・ 関連部署のリーダーに働きかけ、合意形成を推進し施策を進めた実績
- ・ 大学卒以上

ソフトスキル：

- ・ 分析力
- ・ 交渉力、ステークホルダーマネジメント能力
- ・ 主体性、実践的な問題解決力
- ・ チームマネジメント能力

語学力：

- ・ 日本語：流暢
- ・ 英語：ビジネスレベル以上

歓迎条件

- ・ 金融サービス・金融市場でのオペレーショナルリスク、内部統制、監査経験

- エネルギー・コモディティ取引に関する経験
- IT・テクノロジー領域の内部統制、または自動化されたリスクモニタリングに関する経験

採用企業について

外資系エネルギー取引企業。

世界有数の海上エネルギー取引企業と大手ユーティリティ企業による合併会社です。世界の主要エネルギー市場において、現物取引・金融取引に伴うリスクを管理しています。

この求人がおすめ理由

- 現在日本事業を急拡大中の企業
- 日本の内部統制フレームワーク構築をリードするチャンス
- トレーディング部門や経営層に近い立場で、戦略的な影響力を発揮できるVPクラスのポジション
- 競争力のある報酬体系
- ハイブリッドワークOK
- 成長著しいコモディティ市場で、内部統制・ガバナンスの専門性を活かせる

Required Skills and QualificationsExperience:

- Significant professional experience in **Operational Risk Management, Internal Controls, Risk Governance, or Internal Audit**.
- Hands-on experience personally **designing, documenting, implementing, and improving internal control frameworks**.
- Practical knowledge of **Risk and Control Matrices (RCMs), process controls, and corporate governance frameworks**.
- Experience identifying operational risks, assessing control effectiveness, and implementing remediation measures.
- Understanding of **risk assessment, incident management, and root cause analysis** methodologies.
- Ability to manage internal control documentation and support audit or regulatory compliance processes.
- Experience collaborating with business stakeholders to implement operational controls and process improvements.
- Bachelor's degree.

Soft Skills:

- Strong **analytical thinking, negotiation, and stakeholder management skills**.
- Ability to influence **senior management, commercial trading teams, and functional leaders**.
- Excellent communication and relationship-building capabilities across local and international teams.
- Strong **ownership mindset** with a practical and solution-oriented approach to problem-solving.
- Ability to balance governance requirements with commercial business priorities.
- Proven leadership and **team management or mentoring capabilities**.
- Strong organizational skills with the ability to manage multiple control initiatives and priorities.
- Ability to work independently while collaborating with regional risk and governance teams.
- High level of professional judgment, accountability, and attention to detail.

Language Requirements:

- Japanese: Fluent
- English: Intermediate-Business

Preferred Skills & Qualifications

- Background in **Energy Trading, Commodities Trading, or Physical and Financial Energy Markets**.
- Experience in **Operational Risk, Internal Controls, or Internal Audit** within financial services, investment banking, or capital markets.
- Familiarity with **IT controls, technology risk management, or system-related governance frameworks**.
- Experience implementing **automated risk monitoring or control testing solutions**.
- Knowledge of **J-SOX compliance, Risk and Control Self-Assessments (RCSAs), and operational risk reporting**.
- Experience supporting governance frameworks for trading desks or other complex commercial operations.
- Exposure to **new product approval, operational sign-off, or change management governance processes**.
- Experience coordinating with regional or global risk management and internal audit teams.

About the Company

Our client is a **world-leading global energy trading organization** operating as a joint venture backed by major utility businesses.

The company specializes in **seaborne energy trading** and manages both physical and financial risks across major international energy markets.

With a strong global trading presence, the organization combines sophisticated **commodities trading capabilities, risk management expertise, and commercial market knowledge** to support its international operations.

As the company continues to expand its business in Japan, it is investing in stronger **operational risk management, internal controls, and governance frameworks** to support sustainable business growth.

The Tokyo team works closely with global trading, risk, and operational functions, providing an opportunity to contribute directly to the development of the company's local governance environment.

Why You'll Love Working Here

- Join a **world-leading global energy trading company** with a strong presence in international commodities markets.
- Take ownership of building and strengthening the **internal control and governance framework for the Japan business**.
- Work directly with **front-office trading desks, senior commercial leaders, and executive risk management teams**.
- Take on a **VP-level leadership position** with significant strategic influence and responsibility.
- Play an important role in supporting the company's **rapid expansion in Japan**.
- Gain exposure to **physical energy trading, financial risk management, and global commodities markets**.
- Benefit from **competitive compensation aligned with foreign financial institution standards**.

- Enjoy **hybrid working flexibility, remote work opportunities, and flexible working hours** .
 - Lead and develop a local internal controls team while collaborating with regional and global stakeholders.
 - Build expertise across **Operational Risk, J-SOX, RCSA, Internal Controls, and Corporate Governance** .
 - Transition your experience from **financial services, banking, or capital markets** into the dynamic energy trading industry.
 - Influence the design of practical governance processes within a globally connected commercial trading organization.
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Company Description

Morgan McKinleyは国際的な人材コンサルティング会社として、さまざまな業界・分野をリードする採用企業様と、スペシャリストとしてのスキルを有する人材とを結びつけるお手伝いをしています。1988年の創立以来、Morgan McKinleyの名は、「卓越した質のサービス」「市場知識の豊富さ」「No.1企業であり続けようとする強い意志」、そして何よりも「実績」を体現する会社として知られています。

リクルーティング スペシャリストである弊社コンサルタントまでお気軽にお問い合わせください。