Director of Security for Japan + APAC

Mostly remote. Build and own AI security

Job Information

Recruiter
Next Move K.K.

Hiring Company
Pre-IPO AI SaaS Startup - Rapidly Expanding in APAC!

Job ID
1621403

Industry
Software

Company Type
Small/Medium Company (300 employees or less) - International Company

Non-Japanese Ratio
Majority Japanese

Job Type
Permanent Full-time

Location
Japan

Salary
10 million yen ~ 18 million yen

Salary Bonuses
Bonuses paid on top of indicated salary.

Refreshed
November 5th, 2026 16:19

General Requirements

Minimum Experience Level
Over 3 years

Career Level
Executive

Minimum English Level
Business Level (Amount Used: English usage about 75%)

Minimum Japanese Level
Daily Conversation Level

Minimum Education Level
Bachelor's Degree

Visa Status
Permission to work in Japan required

Job Description

About the Hiring Company:

- One of Japan's leading marketing AI startups rapidly growing and expanding overseas across APAC.

- They make data-driven and UI/UX centric AI products for LINE, SMS, and phone calls to help build trust between businesses and consumers.
- By 2030, they aim to be the No.1 marketing AX provider in APAC.
- Offices in Tokyo/Osaka + overseas

About the Role:

- Establish a system for threat modeling and design guardrails for LLM/AI agent permissions, tool execution, and data access.
- Company-wide security policy formulation, roadmap, and improvement
- Establishing and operating the Security Engineering function, recruiting, training, and evaluating security engineers for a global team.
- Designing and operating vulnerability management processes, and planning and executing internal and external penetration testing.

Attractiveness of this position:

- You will be directly involved in the formation of the organization and creation of rules at a startup preparing for an IPO and rapid APAC expansion.
- Work directly alongside the VPoE and promote security throughout the entire company.
- Protect products used by over 5,000 companies and the users they serve.
- Be at the heart of the AI era - autonomously operating AI agents for security processes.
- Lead a mostly English speaking global security team.

Required Skills

Must Haves:

- Experience as a leader for a security engineering team in a company making software products (3 years or more)
- At least 8+ years of practical security experience.
- Practical experience in AppSec, SAST/SCA, vulnerability management, penetration testing, and both certification, customer audits, and governance such as ISO 27001/SOC 2.
- Knowledge and interest in AI/LLM security - a strong understanding of threats like prompt injections, tool abuse, jailbreaking, etc and securely integrating AI agents to defend against them.
- Fluent in either Japanese/English and able to communicate professionally in the other language.

Preferred Experiences:

- Qualifications such as CISSP, CISM, CCSP, OSCP, GWAPT, and Certified Information Security Specialist (RISS)
- Security leadership within a regulated industry
- Experience working at a startup or a company with over 100 employees
- Led the acquisition and maintenance of certifications such as SOC 2 and PrivacyMark.
- Experience in building incident response systems and detection infrastructure.
- Built security teams and functions from almost scratch (e.g., security leader during the company's founding period, first CISO).

Company Description