



## Legal and Compliance Manager, Japan

世界45ヵ国で展開！グローバルで導入企業100万社を超えるサービスを扱っています

### 募集職種

#### 採用企業名

株式会社エデンレッドジャパン

#### 求人ID

1567865

#### 業種

その他（サービス）

#### 会社の種類

中小企業（従業員300名以下） - 外資系企業

#### 外国人の割合

（ほぼ）全員日本人

#### 雇用形態

正社員

#### 勤務地

東京都 23区, 港区

#### 給与

900万円 ~ 1300万円

#### ボーナス

固定給+ボーナス

#### 勤務時間

9:30～17:30

#### 休日・休暇

土日祝休み

#### 更新日

2025年12月26日 00:00

### 応募必要条件

#### 職務経験

10年以上

#### キャリアレベル

中途経験者レベル

#### 英語レベル

流暢（英語使用比率: 25%程度）

#### 日本語レベル

ネイティブ

#### 最終学歴

大学卒：学士号

#### 現在のビザ

日本での就労許可が必要です

### 募集要項

<企業について>

エデンレッドは、ユーロネクスト・パリ（旧パリ証券取引所）に上場し、CAC40（トップ40銘柄）に選出されている企業です。

世界中の働く人々の毎日を支える決済プラットフォームのリーダーで、導入企業100万社、その従業員6,000万人、加盟店200万店をつなぎ、世界45カ国で展開し、全社員12,000人を超える規模です。

株式会社エデンレッドジャパンは、日本における食事補助ソリューション「チケットレストラン(Ticket Restaurant®)」のパイオニアおよびマーケットリーダーで、エデンレッド(Edenred)の100%子会社です。

日本市場においては約2,000の法人クライアント、10万人以上の受益者（クライアントの従業員であるエンドユーザー）、250,000以上の加盟店（レストランやコンビニエンスストア）の受入ネットワークがあります。

企業における人材課題・人的資本投資の優先度が上がる中、福利厚生サービスのニーズの高まりを受け、エデンレッドジャパンは市場を大きく上回る事業成長を実現しています。

Edenred is listed on Euronext Paris (formerly the Paris Stock Exchange) and is a member of the CAC 40 (Top 40 Companies).

It is the leader in payment platforms that support the daily lives of working people around the world, connecting 1 million installed companies, their 60 million employees, and 2 million merchants, operating in 45 countries and employing over 12,000 people worldwide.

Edenred Japan Inc. is the pioneer and market leader of the Ticket Restaurant® meal assistance solution in Japan and a wholly owned subsidiary of Edenred.

In the Japanese market, we have approximately 2,000 corporate clients, over 100,000 beneficiaries (end users who are the clients' employees), and an acceptance network of over 250,000 merchants (restaurants and convenience stores).

With the growing need for employee benefit services as companies prioritize human resource issues and human capital investment, Edenred Japan has achieved business growth significantly outpacing the market.

※レポーティングラインは代表取締役社長となります。

## YOU WILL VIBE WITH US

You will be responsible for ensuring we operate in compliance with internal guidelines as well as relevant laws and regulations pertaining to legal and data protection requirements.

### 1. Legal & Compliance

You will assist local leadership team on legal and compliance matters, with the ultimate objective of facilitating business outcomes while mitigating risks

- Draft and negotiate commercial agreements with clients, merchants, suppliers and any other parties Edenred Japan may have agreements with

- Review all commercial contracts and consult with external lawyers to evaluate the legal risk of non-standard clause

- Ensure our operations, products and services are in compliant with local laws and regulations, including but not limited to, payment regulations, tax, AML, anti-fraud, anti-corruption, data protection and labor laws

- Implement and monitor compliance with Edenred policies and procedures related to legal and compliance (AML, SAFE...) topics

- Advise local leadership team on legal matters critical to the growth of the business, collaborating with internal stakeholders (such as HR and Finance) to research and evaluate risks related to business decisions/operations and to apply effective mitigation measures

- Draft and help negotiate a range of legal agreements and contracts to ensure Edenred's full legal rights, in collaboration with local/regional/headquarter teams and in compliance with Group guidelines

- Assist with corporate affairs, including compliance with corporate laws and regulations

### 2. Data Protection

As the data protection correspondent for Japan, you will:

- Work with regional data protection correspondent (DPC) in Asia in rolling out the Group data protection compliance programs and updating local policies and procedures as per Group guidelines

- Make sure Japan operations are in compliant with local laws and regulations, Group guidelines and industry standards

- Support local Sales, Operation and IT team to respond customer inquiries with respect to personal information protection, information security and data protection

- Define and deploy local data protection and compliance roadmaps to complement the Group programs and cover potential gaps vs. local regulations

- Oversee management of data-related incidents within the framework defined by Edenred

- Negotiate data clauses of all contracts with customers and suppliers to ensure compliance with local and international regulations while achieving Edenred business objectives

- Regularly monitor the evolution of local data protection regulations and standards

- Coordinate communication with local data protection authorities if/when relevant (with the support of Regional Data Protection Correspondent)

WE WILL VIBE WITH YOU

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You possess a Bachelor's degree in Law and have relevant certification(s) in data protection.

You have a minimum of 10 years of experience in the field of legal and compliance, preferably in a MNC.

You have experience in the fields of contract law, corporate affairs and data protection.

You have proven experience in providing advice and guidance to senior management on legal, compliance and data protection issues.

You have demonstrated:

In-depth knowledge of local regulations and guidelines relating to data protection and of GDPR (Edenred Standard)

Understanding of (or at least interest in) data protection challenges in the technology sector

Track record of developing, implementing, and ensuring compliance with data protection policies within an organization

Proficiency with compliance tools/software e.g. One Trust etc.

Ability to work autonomously (planning/organizing/implementing priorities, and exercising judgment with minimal supervision) and to manage multiple projects simultaneously

Excellent analytical and problem-solving aptitudes, with capacity to identify/evaluate risks and recommend detailed, result-oriented mitigation actions adapted to the context

Outstanding communication and interpersonal skills (including verbal and written English), with a solid track record of building productive relationships with both internal and external stakeholders in an international environment

Experience in negotiation, mediation, and conflict resolution

High level of integrity and professional accountability

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会社説明