



**SPOTTED**  
RECRUIT

THE HOME OF STARTUP RECRUITMENT  
都内テクノロジー・スタートアップ企業の求人多数

## 【Head of Legal】 Leading Home Appliance Manufacturer

### 募集職種

人材紹介会社

株式会社SPOTTED

求人ID

1569563

業種

日用品・化粧品

雇用形態

正社員

勤務地

東京都 23区

給与

1000万円 ~ 1500万円

更新日

2026年02月16日 02:00

### 応募必要条件

職務経験

3年以上

キャリアレベル

中途経験者レベル

英語レベル

ビジネス会話レベル

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

**Employment Type:** Full-Time

#### About the Company

Our client is a well-established Japan-based manufacturer operating in the consumer products sector, with a strong domestic footprint and increasing involvement in cross-border business activities. The company combines a stable operating base in Japan with international group connectivity and is currently strengthening its corporate and legal foundations to support long-term growth and governance excellence.

The organization values practical expertise, collaboration, and leadership, and is seeking a senior legal professional to take ownership of legal matters for its Japan operations while acting as a key counterpart to overseas stakeholders.

#### Key Responsibilities

This is a senior leadership role with broad responsibility for legal matters across the Japan business.

- Act as the senior legal representative for the Japan entity, reporting into an overseas legal leadership structure

- Oversee all legal matters in Japan, including:
  - Commercial and contract law
  - Labor law and employee relations
  - Corporate governance and compliance
  - Regulatory and risk-related matters
- Lead complex legal discussions with overseas stakeholders, balancing cultural sensitivity with firm legal judgment
- Advise senior management on strategic legal issues, particularly those involving cross-border structures and transactions
- Provide legal guidance on:
  - Transfer pricing matters
  - Permanent establishment (PE) considerations
  - Cross-border and intercompany arrangements
- Manage, mentor, and develop a small in-house legal team
- Strengthen and standardize legal frameworks, policies, and processes within the Japan organization

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## スキル・資格

### Required Qualifications

- Fluency in Japanese and business-level English (both required)
- Strong grounding in Japanese law, gained through in-house and/or relevant professional experience
- Proven experience working with overseas headquarters or international stakeholders
- Ability to manage complex, high-level discussions with senior management
- Demonstrated leadership capability and strong interpersonal skills
- Experience in a multinational or cross-border corporate environment

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### Preferred

- Additional Asian language capability (e.g., Chinese)
- Experience within manufacturing, industrial, or consumer product companies

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## 会社説明