



PR/095715 | Head of Legal

募集職種

人材紹介会社

JAC Recruitment Vietnam Co., Ltd

求人ID

1584408

業種

銀行・信託銀行・信用金庫

雇用形態

正社員

勤務地

ベトナム

給与

経験考慮の上、応相談

更新日

2026年04月14日 06:00

応募必要条件

職務経験

6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

日本語レベル

無し

最終学歴

短大卒：準学士号

現在のビザ

日本での就労許可は必要ありません

募集要項

Company and Job Overview

JAC's client, a Japanese fintech startup company is looking for a Head of Legal position.

Location: Ho Chi Minh City

Job Responsibilities

Regulatory Strategy & Compliance:

- Interpret and navigate Vietnam's financial regulatory framework (banking, lending, payments)
- Develop legal structures for BNPL services in partnership with licensed banks
Anticipate regulatory risks and design mitigation strategies

Banking & Strategic Negotiation

- Lead contract negotiations with partner banks and key stakeholders

Structure and review tripartite agreements (Bank – Company – Merchant)

- Act as the legal counterpart in high-stakes discussions with financial institutions

Data Protection (PDPD / PDPL)

- Lead data protection strategy and compliance (PDPD / PDPL)
- Design data governance frameworks (controller vs processor positioning)
- Oversee DPIA and cross-functional data compliance

Contracting & Legal Operations

- Draft and review key commercial agreements (Service Agreement, Merchant Agreement, etc.)
- Manage and optimize external law firms (cost, speed, quality)

Legal Leadership & Business Partnership

- Build and lead the in-house legal function in Vietnam
- Provide strategic legal advice to management and business teams
- Enable business growth while maintaining compliance integrity

Job Requirements

Must-have:

- Bachelor's degree in Law (Master's degree is a plus)
- 8+ years of relevant legal experience
- Strong expertise in banking, financial services, or fintech regulation
- Proven experience in contract negotiation with banks or financial institutions
- Solid understanding of Vietnam regulatory environment
- Fluent in English (professional working proficiency)

Preferred:

- Experience in fintech / BNPL / digital lending / payments
- Experience at leading law firms (banking & finance team), OR in-house legal at banks / fintech companies
- Hands-on experience with PDPD / data protection regulations
- Experience dealing with regulators or compliance inspections
- Ability to operate in ambiguous and fast-changing environments
- Research
- Capability: Ability to proficiently use professional networks such as LinkedIn

and genuine interest in identifying the “best-fit” individuals through creative approaches.

- Mindset: Enjoys a fast-paced work environment, with the ability to adapt and proactively solve problems.
- Skills: Strong organizational and time management skills with close attention to detail.

Ideal Candidate Profile:

- Navigate regulatory uncertainty and provide practical solutions
- Confidently engage and negotiate with banking partners
- Balance “compliance” and “business growth” without blocking execution
- Act as a strategic partner, not just a legal advisor

Benefits

- Opportunity to shape a new financial business model in Vietnam
- High ownership and direct impact on business strategy
- Close collaboration with global teams (Japan HQ)
- Dynamic and entrepreneurial environment
- Competitive compensation aligned with senior-level talent

Interested applicants, click [APPLY NOW](#)

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会社説明