



[Head of Legal] – Global Manufacturing Company

募集職種

人材紹介会社
株式会社SPOTTED

求人ID
1593281

業種
その他（メーカー）

雇用形態
正社員

勤務地
東京都 23区

給与
1200万円 ~ 1700万円

更新日
2026年06月23日 03:00

応募必要条件

職務経験
10年以上

キャリアレベル
エグゼクティブ・経営幹部レベル

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

About the Company

This is a global manufacturer of consumer appliances with a strong engineering heritage and significant market presence across Asia, Europe, and other international markets. The company operates across more than 200 countries and regions, with a product portfolio spanning major household categories. Rooted in Japanese engineering standards, it now operates within an international group structure with large-scale production and distribution capabilities.

Position Summary

The Head of Legal is responsible for the overall direction and management of the legal function across the group. This includes oversight of legal operations, compliance programs, intellectual property management, and enterprise risk. The role leads a legal team and acts as a trusted advisor to the business on all legal and regulatory matters.

Why this role matters?

The Head of Legal holds one of the most cross-functional leadership positions in the organization. With accountability spanning legal affairs, compliance, intellectual property, and risk management across a multi-entity group, this role has direct influence on how the business navigates both domestic and international challenges. The person in this seat works closely with senior management and business leaders, shaping governance frameworks and providing the legal foundation for strategic decisions. It is a role with real organizational weight and broad visibility.

Key Responsibilities

Department leadership & strategy

- Lead and manage the legal team, setting direction and building capability
- Develop and implement legal strategies that align with overall business objectives
- Build and maintain enterprise-wide legal risk frameworks

Corporate legal & contracts

- Draft, review, and negotiate contracts in both Japanese and English
- Provide legal counsel on corporate matters and business transactions
- Support internal legal operations across the group

Intellectual property & compliance

- Oversee management of the company's IP portfolio
- Design and maintain compliance programs and internal regulatory frameworks
- Review and update internal policies and governance documentation

Risk management & disputes

- Identify, assess, and mitigate legal risks across the business
- Manage disputes including litigation and arbitration matters
- Lead or coordinate crisis response and incident management from a legal perspective

Business partnering & project support

- Provide legal support to internal business initiatives and cross-functional projects
- Develop legal risk maps across key business operations and functions

スキル・資格

Requirements

Education

- Law degree or completion of a graduate law program

Experience

- 15 or more years of legal experience in Japan, either in private practice or in-house
- Demonstrated experience managing a legal team or department

Language

- Business-level English is required; the interview process will include an English-language component
- Native or near-native Japanese

Skills & competencies

- Strong leadership and people management skills
- Ability to communicate complex legal issues clearly to non-legal stakeholders
- High degree of ownership and professional accountability

Preferred Qualifications

- Legal qualification (e.g., bengoshi or equivalent)
- Experience in a multinational corporation or international law firm
- Background in manufacturing or industrial sectors
- Working knowledge of intellectual property law and internal controls
- Intermediate or above proficiency in Chinese
- Overseas study or international work experience

Ideal Candidate

The ideal candidate is a senior legal professional who combines strategic thinking with practical execution. They are comfortable operating across legal, compliance, and IP domains, and bring a service-oriented mindset that makes them a genuine partner to business teams. They have a strong sense of organizational risk awareness, are effective at building and leading teams, and can adapt to new areas of law as the business evolves. Experience in global manufacturing environments would be a strong advantage.

会社説明