

The Ghost of RBA Past

A Letter from the President

By Jeff Shimamoto

RBA President

Are you new to the RBA? Have you ever wondered where we came from? As if we didn't have an exciting enough summer planned for you, those questions will all be answered at the July 2002 Meeting. In celebration of the twentieth anniversary of the RBA, our featured speaker for the July 2002 Meeting will be Bonnie L. Dixon, Partner at Morgan, Lewis & Bockius and Founder and First President of the RBA. Bonnie will take us on a trip down memory lane and explain to us why we are permitted to practice law in Japan. Be sure to check out the details in the Calendar of Events section.

For those of you who attended the **"World Cup Wine Tasting"** at Century Court in Roppongi, thank you for making it a complete success. Thanks also go to Century Court who was kind enough to provide the venue, the food and the wines for this monumental event.

It's back! The Third Annual **"RBA Summer Barbecue 2002"** will be held on Sunday, August 25, 2002 at the United States Embassy Housing Compound, Daly Hall. Mark this date in your calendars because this event will be the event of the summer. The time and the cost of the event are still under consideration by the RBA Executive Board. In order to avoid the numbers fiasco we had last year, we are planning on doubling up on the food and beverages this year. This will be the one event of the summer not to be missed.

As most of you already know, I will be joining the legal department of WestLB Securities Ltd., Tokyo Branch on July 15, 2002. Please keep an eye out for new contact information for all the Executive Board members in this newsletter and on our website www.RBALaw.org.

If you are interested in helping out on the Executive Board, we need your help. Within the next few weeks, the Executive Board will be holding a meeting for any and all members interested in becoming part of our team. Help us out and contribute to the fastest growing non-profit professional organization in Tokyo. You owe it to yourself and the legal community in Japan.

Thank you very much for always supporting the RBA and we look forward to seeing you at the July 2002 Meeting. ☺

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Miscellaneous Announcements

ASSOCIATION FOR WOMEN IN FINANCE

Association for Women in Finance June 20 (Thursday) meeting: Karen Crow, aromatherapist extraordinaire, who will share her experience of how to go "From Life in the Fast Lane to Following Your Bliss," followed by a short *Oil Sniffing* session of various aromatic oils.

Members: JPY 1,000; Non-members, JPY 2,500 (includes food/drinks).

Venue: Market Focus, KN Shibuya Building One, 9/F, 13-11 Udagawacho, Shibuya. From 7 p.m. For information access www.awftokyo.com or e-mail awftokyo@yahoo.com to RSVP (by Tuesday, June 18).

JAPAN.CO.JP

Aggregating Japan-related websites for the worldwide community seeking information about this country is the goal of the Japan.co.jp Web Directory <<http://www.japan.co.jp>> that was launched in November 2001. Chief editor and creator Bobby Dozier encourages RBA members to check to make sure their employer is in the database of over 83,000 sites as listing requests are free. The directory is currently being operated by Jmail a provider of free and value-added email services.

MEMBERSHIP CARDS & MEMBERS' DISCOUNTS!!

The RBA is proud to announce the issuing of Membership Cards to Members who have paid their annual dues. Membership Cards will be presented to Members at social event and meetings subsequent to joining or renewing their memberships and entitle Members to generous discounts at numerous bars, lounges and restaurants throughout the Tokyo area. The Membership Cards will be presented at our monthly meetings and social events. Please see the Members' Discounts page at the end of this newsletter for further information.

CALENDAR OF EVENTS

JULY 2002 MEETING

THURSDAY, JULY 25, 2002
7:00 P.M. - 9:00 P.M.

Century Court

Roi Building, 10th Floor
5-5-1 Roppongi, Minato-ku, Tokyo 106-8522
Tel: 03-3478-4100
(please call for directions)

JPY 3,500 for members
JPY 4,500 for non-members
(Buffet dinner included, cash bar)

RSVP BY TUESDAY, JULY 23RD TO
JSHIMAMOTO@LAWYER.COM

FEATURED SPEAKER

BONNIE L. DIXON, ESQ.

PARTNER, MORGAN LEWIS & BOCKIUS LLP
FOUNDER & FIRST PRESIDENT, RBA

Topic: *"In the beginning: How the RBA got started and the history of foreign lawyers in Japan."*

RBA "SUMMER BARBECUE 2002"

SUNDAY, AUGUST 25, 2002
12:00PM - 4:00PM

U.S. Embassy Housing Compound Daly Hall

2-1-1 Roppongi, Minato-ku, Tokyo

Mandatory RSVP by
Thursday, August 22nd to
JSHIMAMOTO@LAWYER.COM

ENTERTAINMENT
TBD

CENTURY COURT

SPECIAL MEMBERSHIP PROMOTION

Dear RBA Members:

As a way of productive cooperation with the RBA, Century Court is offering an exclusive Membership to RBA members.

To those RBA members who choose to become new Century Court International Members (available for foreigners) by the end of November 2002, we at Century Court are offering Century Checks. A 20,000 yen value, these Century Checks can be used to purchase food and beverages in any one of the fine establishments at Century Court.

INTERNATIONAL MEMBERSHIP BENEFITS

An International Membership annual fee is 20,000 yen a year, and no registration fee.

The followings is a list of membership benefits:

1. No Visitors fee for your guests at Century Court.
2. Use of the sports center **TIPNESS** (reduced fee of 2,000 yen per visit).
3. 10% discount at **WDI's** Roppongi restaurants, **Hard Rock CAFÉ Tokyo, Spago, Tony Roma's, Kyogyu-So** and **Rainbow Roll Sushi**.
4. 30% discount for the use of Hotel **IBIS** and **Roppongi Prince Hotel**.
5. 30% discount for use at **Nippon Rent a Car** (reservation is required at least 7days prior to the use).
6. 15% discount for use at **Hertz**.
7. 5% discount for the use of **LOOK JTB Tours** (high quality overseas package tours).
8. 3% discount for the use of **LOOK JTB Slim Tours** (reasonably priced overseas package tours).

*The tour brochures are available at the club.

For further assistance, please contact Ms. Iho Uchida of the Membership Relations Office at uchida.i@wdi.co.jp or call 03-3478-4100.

How to Work with a Headhunter

By James Graham

TMP Worldwide Consultant & RBA Member

You are looking for a new job. You are looking into opportunities, but might not be ready to make a move. You are wondering about your salary and your package and if it's the market rate. You are considering your career and what you should or will be doing in the future.

These are all good reasons to speak with a recruiter. Everybody knows one or has a friend that can recommend you to a good one. Easy, right? Just call up and send your resume, right? It should be, but unfortunately it isn't. There truly is a right way and a wrong way to use a recruiter. Below are some tips and ideas of how you can make the most out of the recruiter you use.

1) Know what you want when you start looking. Sometimes this is impossible, but where possible, knowing what you are looking for before you start makes everyone's life easier and keeps you focused. This applies to salary, company culture, and future boss - really anything that is important to you. To make it simple however look at 3 areas: (a) Fair pay for your ability and contribution: How much are you worth? (b) Intellectual challenge: What makes your job fun? (c) Environment: What kind of environment do you enjoy

If you have an idea about these 3 points, you are well on your way to finding a job that you will be happy with. If you are unrealistic in any of these, hopefully your Recruiter can set you right. Most people recognize their value in the market relative to their ability and subscribe to the fair pay for work quotient and if you're paid well and you like your job you are going to be a positive force in the office. Utopia!

2) Have a realistic idea of where you want your career to go and what your options are. It seems unbelievable, but most people do not equate their future options with money and end up taking an offer that has a little more cash now, but ignores the inherent learning potential and future possibilities in another. If you are young or still "up & coming," you should take the learning opportunity that is going to give you the most options years down the road instead of one that

simply offers more money. I see people failing to do this time and time again. Just recently, a candidate turned down an offer at a global law firm working in securitization for a corporate legal job in-house *because of the money*. Let's give the person the benefit of the doubt that they felt more comfortable in the corporate role, but career-wise they could have always gone back to a corporate role years down the road. But it's difficult to go from a corporate role to private practice. And that experience would have been compensated many times over.

3) Give as much information to your recruiter as possible. This idea is clearly related to how much you trust and want to work with your agent. There are certainly advantages to sharing information and working with your Recruiter - the more information he has, the more he can help you realize your goals. The biggest problem Recruiters face is people who send their name everywhere and then enlist two or three Recruiters and don't tell anybody anything. This "carpet bombing" approach not only destroys the candidate's name in the market and destroys your chance of getting an interview, but it also hurts our business relationships and we are less likely go out of our way to push for you.

This is all a matter, of course, of how much a superstar the candidate is. Everybody would like a chance to be Michael Jordan's agent but if 100 agents are after your interests, you do sacrifice something. One of our most successful placements this year was a Lawyer with 4 other offers with different recruiters with big name companies. At first we were just going to let him walk out of the office because he had already spoken to 5 different Recruiters and we felt our business could be better served by focusing on other candidates' interests. However, a niche company gave us a special assignment and the job fit the candidate's profile nicely and he ended joining the company. What was the difference? The candidate knew exactly what he wanted and that never wavered and we were able to communicate that very clearly to the client (who was also very communicative). And, in the end it was the level of communication and honesty that won the candidate over and we just disappeared into the background like a referee at a hockey game - "2 minutes for looking so good."

4) Limit the number of recruiters that you use. This is an important question and one open to debate but here is my take on it: **use two Recruiters.** One is your main line - a Recruiter

that you believe has a wide handle on the market and industry at large and is willing to give you his time to meet your needs. The second Recruiter – also someone you can trust who can help you fill in the holes of the first's portfolio or has special relationship that your main Recruiter doesn't (as it is impossible for one Recruiter to cover the whole market). If someone says that they can cover the whole market, RUN because 1) he's lying to you and 2) he is headhunting from his clients and has or will burn his bridges with clients. I wouldn't recommend using a recruiter or a company that doesn't specialize in Legal recruiting either.

5) Make a good impression by having a complete resume. If you are interested in applying to a top global law firm, especially the UK firms, grades and education are very important for junior lawyers. You have to include your grades and class standing on your resume. If you have some experience and want to showcase it, create a Transaction List or a Deal Sheet that outlines the deals you have worked on. This is great information to make your mark. Another solid requirement employers look for is your commitment to the Tokyo market. If you are Japanese, no problem, but for the rest of us include and stress any information that shows your long-term commitment to Japan like spouses, number of years residing in Japan or language ability. Feel free to give us a call for advice on this. We are happy to help.

And finally, the most important advice I can give is that it is your responsibility to maintain control of where your resume is going - at all times. There are Recruiters out there who do send resume everywhere and anywhere. When this happens you lose control and have no idea where you are being represented and who is seeing your details. There are firms out there that have internal audit systems and procedures that systematically protect you from this and other potentially damaging behavior. Ask your Recruiter if they have it or anything like it.

James Graham is a legal recruiter with TMP Worldwide. If you have questions or comments about this article or wish to speak confidentially please contact him at 3511-6486 or email james.graham@tmp.com.

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Career Opportunities

By Tom Chung
RBA Board Member

If you would like to place a career opportunities advertisement in future issues of the RBA Newsletter, please contact Tom Chung at fax no. 03-5561-6649 or by e-mail at thomas.chung@cliffordchance.com.

TOKYO LISTINGS:

ANDERSON MORI

An International Japanese law firm with a general corporate practice, wishes to engage a native English speaking attorney having at least two years of home jurisdiction experience, preferably in the corporate/commercial area, with strong corporate transactional experience, as a FULL-TIME FOREIGN LEGAL ASSOCIATE.

Japanese speaking and reading ability is not required for this position. The position is currently available. Please address applications to Jim Minamoto, Esq. at Anderson Mori: fax: 3214-8748; tel.: 3214-3192; james.minamoto@andersonmori.com.

BLOOMBERG LP

Securities and Transactional Lawyer:

Seeking two securities and transactional attorneys each with 2-6 years of experience and fluent English skills. The ideal candidate must have experience with securities regulations (ideally in Hong Kong, Australia or Singapore) and will have international transactional experience at a large firm or company. Business level Japanese a plus.

The candidate will be a part of the Asia-Pacific legal team in Tokyo and will be expected to coordinate compliance with securities regulations and various other telecom, media, intellectual property and contractual issues that arise in Bloomberg offices around Asia. Competitive salary commensurate with experience.

Please e-mail your resumes or direct your inquiries to the HR department at tokhr@bloomberg.co.jp (tel: 03-3201-8900). Submissions can also be mailed to the HR Department, Bloomberg, Yusen BLDG. 2-3-2 Marunouchi Chiyoda-ku Tokyo 100-0005.

MILLENIUM INVESTMENT CORPORATION

Sales Executive Assistant Wanted

Millennium Investment Corporation requires an experienced Japanese Bilingual Sales Executive Assistant to provide administrative support to a 5-member English-speaking sales team. The successful candidate will be a motivated, enthusiastic person with good PC skills and a real interest in contributing to the success of a growing business.

The role includes dealing with Multinational high net worth clients directly, and actively managing an administrative office.

Please send your CV to mic@gol.com or fax at 03-3568-2447.

PARAMETRIC TECHNOLOGY

Parametric Technology is a (US based) company in the collaborative product commerce industry which develops and supplies software that is primarily used by manufacturers to design products. We have offices and activities throughout Asia with a substantial presence in Japan (one of the most critical markets in the region). We are currently seeking a lawyer with approximately 5 years experience to assist with transactional work and miscellaneous matters. This is the only lawyer position in Japan and reports directly to the undersigned in Hong Kong. Native language skills preferred, non-Japanese training or experience a priority. If interested, please contact:

Bruce Patterson
General Counsel - Asia Pacific

Parametric Technology
Suite 3703, Central Plaza
18 Harbour Road
Hong Kong

tel: (852) 2596-7228 direct
fax: (852) 2802-8060
e-Mail: [<bpatterson@ptc.com>](mailto:bpatterson@ptc.com)

UNITED STATES FORCES JAPAN YOKOTA AIR BASE

United States Forces Japan, Yokota Air Base, Tokyo, seeks a highly motivated, licensed "Bengoshi" attorney to fill a position in the International Law section of the legal office. Applicants must communicate fluently in both

Japanese and English and be skilled in computer based legal research. Applicants must also be capable of applying international treaty provisions to specific fact patterns. This position entails a close working relationship with the Japanese Ministry of Justice and requires the ability to negotiate with the Ministry of Justice on international legal matters. Monthly starting salary is between 430,100 and 560,400 yen plus benefits.

Contact Mr. Morita at 042 552 2511 ext 53921 or Robert Stickney at 042 552 2511 ext. 57717

MISCELLANEOUS

**OAKBRIDGE, INC./OAK ASSOCIATES
(International Search Consultants)**

Partner/Senior Associate/Associate Tokyo/Hong Kong/Singapore

We have several opportunities with established, well-known U.S.-based international law firms who are looking for U.S. attorneys with experience in Asia for their offices in Tokyo, Hong Kong, Singapore, and the U.S. Ideal candidates are Partners or Senior Associates with significant portable business and experience in corporate transactions, intellectual property or banking and finance practices. Opportunities also exist for Associates who have 2-4 years of corporate experience with a large top tier firm. Prior experience living and working in Japan (or elsewhere in Asia) and language ability helpful but not essential. Interested applicants should contact: Lisa Gurliacci by email at: lgurliacci@oakbridge-global.com or Laurie Flippen by email at: flippenl@oakassociates.co.jp.

TMP WORLDWIDE

Tokyo & International Jobs

Capital Markets 2-5 years' pqe Tokyo

Top global US & UK law firms are seeking associates. Excellent opportunities and salaries. Please call to discuss. **Ref: 2552**

US Patent Lawyer 3years experience Tokyo

Well respected US firm with plans for growth is seeking US qualified patent lawyers. Excellent opportunity, excellent opportunity, excellent working environment. **Ref: 2550**

Project Finance 3+ years' pqe Tokyo

Annually top ranked UK firm requires the services of a senior project finance lawyer to handle expanding volumes. Excellent international work. **Ref: 1977**

Junior Securitization Lawyer- UK Qualified Tokyo

A top city firm in Tokyo is looking for high quality junior lawyers with 2+years experience in related fields. Securitization experience is preferable by potential is the key word here. **Ref: 3016**

Oil & Gas Giant - 3-5 yrs' pqe Singapore

Broad commercial work supporting Asian businesses seeks a legal professional with a thirst to stay ahead of learning curve with exposure to innovative transactions. Excellent career development track for high potential performers. **Ref: SLG 4003**

Structured Finance - 7 yrs' + pqe Hong Kong

Cutting edge structured finance company requires the services of an experienced structured finance lawyer. This is a newly created vacancy. **Ref: HK 6693**

Venture Capital - 5 years' + pqe Singapore

Seeking PRC, Singapore or Hong Kong qualified lawyers with in-depth knowledge of the PRC investment environment. Strong written and spoken Mandarin. **Ref: SLG 4013**

Foreign bank - 4 years' + pqe Singapore

Be in the thick of trading room action to ensure compliance in treasury and structured products group. Exciting and fast paced environment. **Ref: SLG 4176**

Junior Banking & Finance- 1-2 yrs' pqe Singapore

Top 10 UK law firm seeks junior lawyer with mature approach to help build practice. Long term career prospects and competitive remuneration on offer. **Ref: SLG 3564**

Mid level associate - 3 yrs' + pqe Jakarta

UK firm with strong regional presence seeks Corporate lawyer ideally with regional experience sought for Jakarta office. Excellent long-term career prospects and attractive benefits package on offer **Ref: SLG 3117**

China Practice Partner - 6 years' + pqe Hong Kong

Well-known international law firm seeks partner to head up their China practice in Hong Kong. Strong international client base. **Ref: SLG 3214**

Mid / Senior Level Corporate Lawyer - 3-5 years' pqe Singapore

A well-regarded UK law firm with very strong corporate practice seeks very able international lawyers with top-flight experience. Excellent range and quality of work. **Ref: SLG 4120**

Compliance Officer - Asset Management New York

A top Asset Management Company based in New York is seeking a compliance officer with prior regulatory experience preferably with the SEC Investment Company or Investment Advisory Units. Retail Products Experience (Funds, 529 Plans, Managed Accounts) and 5-10 Years of

Compliance experience. NASD Broker/Dealer knowledge is a must. **Ref: TC107**

senior Japanese lawyers). Australian/UK/US/Canadian qualified lawyers are acceptable. **Ref# 2906**

**Securities Lawyer for City Firm (US Qualified)
Tokyo**

**Mid-Level Lawyer In-house & Private Practice
Tokyo**

Well-respected city firm with long-time ties to Tokyo is looking to add US qualified lawyers to complement its Tokyo practice. The firm has a great team of US securities lawyers and would like to hear from other top-tier candidates. The ideal candidate will have at least 2 years of experience & Japanese language skills. Excellent remuneration. **Ref: 1725**

Excellent opportunities for Native Japanese speaker with 3 years plus experience in the financial services industry. Too many opportunities to mention here. Please call us. **Ref 2510**

To inquire confidentially about any of the above positions, please contact us at 03-3511-5668

Head of Compliance Tokyo

James Graham (Team Leader)
james.graham@tmp.com
Katsuyoshi Otsuka (Consultant)
katsuyoshi.otsuka@tmp.com

European Investment bank with plans for expansion is seeking a Head of Compliance with solid product experience including Credit and Equity-linked Derivatives experience. **Ref:2500**

**Senior Compliance Officer
Tokyo**

Top US investment bank with great team and solid business lines is seeking a Japanese National to play a leading role in its compliance team. Excellent career opportunities and salary, challenging work. **Ref: 2600**

**Real Estate Lawyer 5+ years pqe
Tokyo**

Global investment bank is looking for a lawyer with experience in real estate law. The ideal candidate will have experience in securitization and mortgage loan servicing. **Ref: 2708**

**US Corporate M&A attorney, Fluent Japanese
Tokyo**

A global US firm in Tokyo is looking for a US Corporate/M&A attorney who has a complete fluency in Japanese (reading/writing/speaking). The ideal candidate should have at least 3 years experience in the Corporate/M&A sector at US or UK law firms. This firm is growing in Tokyo and run by excellent teamwork with Japanese and US qualified attorneys. **Ref# 2905**

Labour Lawyer – US law firm Tokyo

A global US based law firm is looking for a 3-4 year PQE labour lawyer for its Tokyo practice. The ideal candidate will have Japanese speaking skills to interact within the team of 6 lawyers (2



**DEDICATED LEGAL & COMPLIANCE
RECRUITERS ACTIVE THROUGHOUT
THE ASIA-PACIFIC REGION**

Legal Futures is headquartered out of Hong Kong with offices in Tokyo and Singapore. From Hong Kong we also service our clients in the PRC, and we additionally service Thailand and Malaysia from Singapore. In addition to these offices, our affiliates provide coverage in Europe and Australia.

Register now at www.wsagroup.com/lf for your free monthly e-newsletter listing the top jobs throughout Asia, Australia and Europe.

Indicative samples of our client's current needs are set out below:

TOKYO

Legal Vacancies

In-House Paralegal

A leading multinational with an established presence in Japan is looking for an experienced Paralegal to assist its Asia-Pacific General Counsel. This position will be based in Tokyo but will involve substantial interaction with and travel to other Asia-Pacific offices. This position requires an excellent legal mind, the ability to work independently and a professional approach. The work will include performing legal research, preparing a variety of corporate legal documentation and working closely on projects with other departments and offices. The ideal candidate will have spent time working within a leading private practice or an in-house legal department. Bilingual English and Japanese skills are essential for this role and translation ability would be an advantage. This position represents an excellent career move to the right candidate. **(REB)**

Junior In-House Counsel

An innovative German software company with a substantial Asia-Pacific presence is looking to expand its small legal team in Tokyo. The work will involve working on a wide range of Corporate and IP in-house matters, including contract negotiation, drafting and review, management of corporate seals, legal research and some internal Compliance work. The ideal candidate will hold an LL.B from a leading Japanese university and

will have spent at least 2 years in a similar role. This position will be focused almost exclusively on in-bound domestic work and whilst English skills are a plus they are not required. **(REB)**

Legal Officer – Asset Management

A world-class European Asset Management Company is seeking a legal officer to work within the Legal & Planning Group to provide support to the product development and marketing departments with all necessary filings for new products, existing products and new product proposals. Advice to financial institutions and intermediaries on legal and regulatory matters and also monitors changes and how these affect these clients' activities. The position will primarily be responsible for the drafting of investment trust related documents such as trust deeds, securities notifications and prospectuses etc., making and filing investment trust related applications and notifications to the relevant authorities, drafting related materials and administration of budget related to the printing of Fund Prospectuses and other sales materials. Native Japanese and basic English are required. **(MGA)**

Junior In-House Counsel - 2-3 Years PQE

A US based computer hardware company with a diverse range of products and services is seeking a junior in-house counsel, to work closely with the small legal team in Tokyo. The ideal candidate will have spent a minimum of 2 years working within a similar in-house legal team in Tokyo and will have strong Japanese documentation and negotiation skills. A Japanese legal education is a must and overseas bar admission whilst not a pre-requisite would be an asset. This position, with a reporting line to the Regional Counsel in Singapore, requires English fluency. Full supervision and training will be provided, but this job is most suited to a proactive, self-starter. **(REB)**

Corporate Associate (4 – 5 years PQE)

This UK law firm with a over 30 years experience in Tokyo provides advice on both domestic and international business related legal issues and is seeking a native Japanese speaking corporate attorney with international experience, preferably in the US or UK. To further satisfy the needs of its clients who require a multi-practice law firm the firm is seeking someone with at least 4-5 PQE working in an international law firm primarily on corporate related issues or at least have a strong interest in this area. The successful candidate need not be admitted to the Japanese bar but must have strong business English skills and be committed to working in Tokyo. **(MGA)**

Head of Legal / Senior Legal Officer

15 Million – 30 Million, depending on experience

A dynamic and fast-growing North American securities company with a long-term commitment to the Japanese market is seeking an experienced legal officer / lawyer for the role of Head of Legal or Senior Legal Officer. This company has a proven track record as a leading product innovator in the area of credit derivatives, interest-rate products and asset-backed securitization with an emphasis on legal and compliance as the number one priority. The ideal candidate will be well-versed in the legal issues related to cutting-edge credit derivatives products as they are promoted through the Japanese legal and regulatory environment and must also have strong asset backed securitization experience. It is necessary for the position to maintain and develop close ties with the various front office, documentation and back office personnel and liaise effectively with senior management both in Tokyo and in North America. Candidates with native Japanese and strong English skills will be preferred but full consideration will be given to exceptional candidates with limited Japanese skills. **(MGA)**

In-House Counsel

One of the world's leading pharmaceutical companies is seeking a legal counsel to join its admired legal team in Tokyo. The position requires full bilingual Japanese/English language skills including the ability to draft, review and negotiate contracts in Japanese. The ideal candidate will have US/UK bar admission and an LL.M. A thorough grounding in in-house Corporate Law work is preferred but strong private practice candidates will be considered. Salary depends on experience. **(REB)**

Commercial Foreign Associates (3 - 5 PQE)

A top US firm is seeking US or UK admitted junior associates to assist with its commercial practice. Preferred experience is in M&A and / or IP work but other practice areas will be considered. Either native or very strong Japanese skills with an ability to translate Japanese commercial documents into English are prerequisites. This is an opportunity to join a firm with a justified reputation for strong teamwork and an enjoyable office atmosphere. Candidates with a demonstrable commitment to Tokyo will be given priority. **(MGA)**

Paralegal

A top ranked US law firm conducting a global practice through an international network of offices that links many of the world's leading political and financial centers with over 700 lawyers in 12 offices worldwide is seeking a native

Japanese paralegal with several years experience in private practice or a securities firm to assist its US lawyers and Japanese practice among several practice groups in Tokyo. Strong English business skills are a prerequisite. **(MGA)**

Transaction Management

A number of top tier investment banks are looking for transaction managers to assist with the preparation of legal documentation relating to a variety of products. The roles often encompass working with external counsel together with client servicing & marketing work. The preference is for Japanese persons with good English language ability or bi-lingual westerners. Formal legal training or documentation experience is not always required although junior lawyers are gladly considered. **(RKK)**

Compliance Vacancies

Head of Compliance Asset Management

A top-ranked asset management company with an impeccable market reputation is seeking an experienced Compliance Officer to provide a comprehensive advisory, monitoring and control service to its Tokyo operations, including early involvement with business and product development activities in order for new products and transactions to meet all regulatory requirements and reflect best industry practice. The successful candidate will work closely with management to establish and maintain an appropriate compliance culture – acting as the key support to the Head of Legal. Other duties include the provision of regulatory and legal advice, document and agreement review, maintenance of knowledge of legal / regulatory environment and awareness of industry best practice, contribute to the definition of the company's professional standards to promote full adherence to the provisions of the Securities and Exchange Law and other relevant investment business, regulatory and legislative measures. Native Japanese skills with strong business English skills are a prerequisite **(MGA)**

Asset Management Legal / Compliance Staff

A European asset management company with a global presence is seeking a junior staff member to assist generally in its Legal & Compliance department. No direct experience in an asset management company is required, however, 1-2 years in a law firm or financial intermediary would be ideal. Daily duties will include checking of legal documentation as it relates to its Investment Trust Management and Investment Advisory business. Native Japanese with strong English skills are required to provide close assistance to the Head of Compliance. **(MGA)**

Banking Compliance Officer

A leading North American investment bank is seeking a Senior Compliance Officer for its banking operations in Tokyo. The candidate will be in charge of legal regulatory filing (FSA, BOJ, etc.), internal and external audits and inspections, primary regulatory contact, internal control and legal issues and market risk monitoring. The successful applicant will also be required to liaise closely with the affiliated securities company compliance staff generally and in respect of the application for double-hatting integration. The successful candidate will report directly to the Managing Director of the Banking Branch and have a dotted line to Head Office. Native Japanese with business English is a prerequisite. **(MGA)**

Head of Compliance, Securities

A European investment bank with a long history of business in Japan is seeking a top-class senior compliance specialist as Head of Compliance for its securities company. This company has a market reputation for cutting-edge products and constantly seeks innovative employees. The successful candidate must have strong knowledge of asset-backed securitization, credit derivatives, fixed income and distressed asset products and associated issues. This vacancy represents a real opportunity for an experienced legal and compliance specialist to get involved in a rapidly developing institution and contribute to its rapid growth not just in Tokyo but in the Asia region as a whole. Preference will be given to native Japanese candidates with strong business English skills and a proven ability to effectively liaise with front office staff. **(MGA)**

Asset Management Compliance Officer

A world-class US Asset Management company is seeking a junior / mid level asset management compliance officer to provide quality assistance to the current asset management compliance team. Primarily the position requires legal documentation skills and product development knowledge from the Investment Trust platform as the preferred skill set although candidates from a Trust & Banking background and experienced securities compliance officers with strong regulatory skills may also be considered. Native Japanese skills with strong business English are required. **(MGA)**

HONG KONG

In-House Legal Counsel – (2 – 5 years)

A leading European Investment Bank is currently seeking a commonwealth-qualified lawyer for a

pure front office role in Hong Kong. The successful candidate should have a detailed understanding of ISDA and other documentation relating to equity derivatives and the related regulatory environment, and have the confidence to work closely with trading staff of all levels. Preference will be given to candidates who are able to demonstrate experience of the regulation of securities products in the Japanese market and an understanding of the Investment Banking sector in Japan. **(MJI)**

Practice Support Lawyer (5 years + PQE)

Due to an ever-increasing presence in the region, this leading UK law firm is currently looking for a practice support lawyer for their Hong Kong office. The successful candidate will be joining an existing well-established practice support team and should be able to demonstrate excellent all round corporate/commercial experience in the jurisdiction (specific HK listing experience would be advantageous). The role would suit a lawyer looking for the opportunity to structure their own workloads away from the pressure of billing and/or a lawyer returning or newly arriving to the Hong Kong market. There are no language requirements for the role and the preference to work part time would also be considered. **(MJI)**

Projects Lawyer - Oil and Gas (3-4 years PQE)

The highly respected projects team of this UK heavyweight is currently seeking a mid level projects lawyer to join its Hong Kong office. Applicants should have at least 3 years regional projects experience (ideally gained in the Oil and Gas sectors) and be admitted in a commonwealth jurisdiction. There are no language requirements for the role and candidates should expect a high degree of travel on a regional basis. Expatriate terms will be able for the right candidates **(MJI)**

PEOPLES REPUBLIC OF CHINA

PRC Lawyers (5 years + PQE)

Due to an ever-increased workload, a leading UK law firm is currently seeking senior associates to be based in their Shanghai office (initially the roles can be undertaken from Hong Kong). Successful candidates should have at least five years experience gained in a well-recognised PRC practice (either in the PRC or Hong Kong) focusing primarily on foreign direct investment and the establishment of JV agreements. These positions represent an ideal opportunity for returning PRC lawyers to play a leading role in the growth and development of the practice and join a very established partnership track at an advanced stage. **(MJI)**

THAILAND

Associates – All Sectors

The recently established Bangkok office of a leading UK law firm is currently seeking Thai lawyers to assist in the aggressive expansion of its office. Successful candidates should be 7 years + PQE and be able to demonstrate a client following in either the Corporate Banking, or Capital Markets sector. Applicants for the role should have the confidence and temperament to play a leading role in the business development and marketing of the practice. This does truly represent an opportunity for a local Thai lawyer to join a global partnership track at an advanced stage. **(MJI)**

SINGAPORE

Corporate Secretarial Executive

A public listed company in a thriving industry, operating in more than 12 countries is urgently seeking a junior/senior Corporate Secretarial Executive to join their fast expanding legal department in Singapore. You can look forward to many challenges working in their corporate headquarters. This is an excellent opportunity for someone who thrives in a fast-paced environment. You must have done listed companies' work and have at least 2 years of relevant experience from either a legal department of a listed corporation, a law firm or a large public accounting firm. The successful candidate should have completed the ICSA or have embarked on it. There are good career prospects, training opportunities and a very competitive remuneration package. **(MJI)**

Legal Executive (2 – 3 years +)

A truly global MNC is looking to expand their legal team in Singapore and is seeking a Legal Executive to join their Asia Pacific Headquarters. You will assist the Legal Counsel in legal corporate work, some corporate secretarial and general administration matters. The incumbent should have 2 to 3 years experience ideally from the commercial sector in a similar position. The candidate should be comfortable working in a corporate environment with good team spirit, willingness to learn and a positive attitude. The successful candidate can look forward to overseas training programs and excellent career prospects. You should either have a degree in law or a diploma in legal studies. **(MJI)**

AUSTRALIA

Tax Lawyer (3 – 5 years) - Sydney

Top 6 national firm is currently seeking a junior to mid level lawyer to join its tax practice. This tax work group focuses primarily on income tax. An

extremely bright and motivated 2-4 year tax specialist is required.

IT/IP Litigation (5 years) - Sydney

Top 6 national firm is currently seeking a mid to senior level lawyer years with IT/IP litigation experience to support two partners. The IT/IP team is focused on providing clients with the legal support necessary to develop, exploit & protect technology & IP products & assist them in carrying on their business in Australia. **(MJI)**

LONDON

Structured Finance (1 – 6 PQE) - London

This prestigious magic circle firm seeks lawyers with a strong finance background (preferably structured finance) to work on securitisations, structured products and derivatives. Top academics are essential. **(MJI)**

Banking (4 years PQE) - London

This represents an excellent opportunity for a mid level-banking lawyer with good all round transactional skills to join a leading middle tier London firm where there is a clear partnership track for the right person. The team acts principally for banks on asset-based lending, cross border secured lending, acquisition finance, public to privates, insurance banking, some property, trade and project finance. Clients are primarily US lenders. The team is comparatively small, but has been working on high profile transactions, and has received a lot of profile in legal press of late. It is a close knit and supportive team, and the firm does not have a culture of long hours.

(MJI)

For more information in absolute confidence please contact:

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ROPPONGI BAR ASSOCIATION

International Legal Network

Registration Form 2002

Introduction:

Welcome to the Roppongi Bar Association. Membership in the RBA entitles you to a monthly newsletter, access to the most up to date listings of career opportunities in Japan and discounted meeting attendance fees.

The annual membership fee for the RBA is **JPY 5,000** for individuals who join from January through March, JPY 4,000 for individuals who join from April through June, JPY 3,000 for individuals who join from July through September and JPY 7,000* for individuals who join from October through December (*includes annual fee for following year).

Members who are renewing their memberships from 2001 must pay JPY 5,000 regardless of the date joined in 2002.

Member Information:

Last Name:	First Name:	Middle Name/Initial:
Company Name:		Job Title/Description:
Office Address:		Home Address: (Optional)
Office Telephone:		Home Telephone: (Optional)
Office Fax:		Home Fax: (Optional)
E-Mail Address:		Nationality:
Date of Registration:		Amount Paid:

Bank Transfer Information:

For those individuals who wish to pay their annual dues by bank transfer, please deposit to:

Bank of Tokyo Mitsubishi - Jimbocho Branch

Account Type: Ordinary

Account Number: 1283202

Account Name: "Roppongi Bar Association"

Upon the transfer of funds, please fax this form and the bank transfer receipt to Delon Abrams at 03-3201-7334.

NEW

RBA 'Members Only' Discounts!!

Show your RBA membership card **upon entry** and you will receive...

AGAVE

TEQUILAS, MEZCALES & CIGARS

Did somebody say Tequila?

Over 400 delicious kinds to choose from!

Spend 5000 yen or more and receive 10% off your bill!

Clover Bldg. B1 7-15-10 Roppongi

Ph: 3497-0229

wallstreet house

TOTALLY RENOVATED! THIS PLACE IS STYLN'!

A great place to meet your friends (and make new ones!) 20% off all drinks, all the time! Call to reserve their new 'Private Room' for your next party!

IMPERIAL ROPPONGI BLDG. B2F ROPPONGI

Ph: 3586-0874

Brasserie Va-Tout

Relax and enjoy *Fine French Cuisine* at Roppongi's best kept secret...

1 Free bottle of house wine per 4 people with your meal.

AXIS Bldg. 1F 5-17-1 Roppongi

Ph: 3568-2080

Hideout

Are you ready to **PARTY!!!**

Check out the Hideout Bar and you will receive 20% off all drinks!

(EXCLUDING HAPPY HOUR) This place is **UNIQUE!** Come be a part of The Legend!

Yua Roppongi Bldg. B1F 3-14-9

Ph: 5775-7818

Bar 911

HAD A HARD DAY?

Allow **911**'s fully equipped bar and friendly staff to assist you in unwinding in Comfort and Elegance. Present your RBA 'Members Card' and receive 20% off all drinks, all the time!

CIGARS AVAILABLE HERE!

Shuwa Bldg. B1F 3-14-12 Roppongi

Ph: 5772-8882

Lagoon

The ideal destination for any occasion. Boasting a perfect blend of casual Californian-style atmosphere with a new twist on modern European cooking. Show your RBA card and receive 10% off all food & drinks!

ABC Waco Bldg. 2F 1-16-11

Ebisu-Minami, Shibuya-ku

Ph: 5768-3522

Mad Mulligan's

Prepare yourself for a crazy time at Mad Mulligans! Great food, great atmosphere! Call to inquire about Great Lunch deals! 10% off all food and drinks! (EXCLUDING HAPPY HOUR!)
Kyuei Bldg. 2F 3-18-21 Toranomom
Kamiyacho St. Exit 3B.
Ph: 3578-8980

Rick's

Restaurant

Kamiyacho's best kept secret, tucked next to the station. Great daily specials with a friendly staff. Relaxed and casual, A MUST TRY!
10% off all food and drinks!
Mori Bldg. B1F 5-13-1 Toranomom
Ph: 5473-0727



Q Lounge

Relax downstairs with your favorite drink in our new cozy lounge. Q offers Premium liquors and a wine selection from Sushi Q's wine cellar. Fine Cuban cigars are also available. A perfect place for small parties or receptions.
Imperial Roppongi Forum Bldg. B2
(Below trading places) 3589-3343
10% OFF YOUR BILL

Roppongi Tavern

British pub in the heart of Tokyo



The Roppongi Tavern offers delicious Traditional English cuisine and live sports on the big screens!! What more could you ask for? Show your RBA membership card and you will receive 20% off all food and drinks (EXCLUDING HAPPY HOUR!)
Roi Bldg. B1F 5-5-1 Roppongi
Ph: 3408-3602



Sushi Q

Enjoy a variety of modern sushi rolls prepared by Chef Takehisa. Sushi Q also offers traditional "nigiri" as well as grilled fish and vegetables. Sushi Q's wine cellar offers various wines from Australia, California, Chile and France. See Q lounge for location. Reservations suggested
Imperial Roppongi Forum Bldg. B2
(Below trading places) 3589-3133
10% OFF YOUR BILL