

ROPPONGI BAR ASSOCIATION

35H<http://www.rbalaw.org/>

International Legal Network

September 2002

Still the Best Party in Tokyo

RBA Rocks Embassy Housing Compound

By Jeff Shimamoto

RBA President

Similar to last year, it was hot, exhausting, time consuming, but the best summer party in Tokyo. The RBA "Summer Barbecue 2002" was a complete success; better than we anticipated.

More than 120 people attended this special summer event sponsored by some of the top international companies including TMP Worldwide and Global TaNK K.K. The fabulous Carolyn Pieroway once again supplied the delicious food and O to A of Sunrise Japan provided the cool tunes.

We would like to express our deepest gratitude to all the sponsors, Carolyn and O to A for their outstanding efforts. I would also like to personally thank the following people: Jason Lawrence for obtaining the venue, Delon Abrams for being the all-around helper, Richard White and Tom Chung for keeping the good times flowing and last but certainly not least, our new Events Coordinator Joanna Diamond for manning the tables and counting the cash. There were also several members and non-members who helped out with the barbecue and all of us at the RBA thank you very much for your hard work and support of the RBA.

I hope you can all do your part to support the RBA by attending the next party, the "Brew Masters Beer Bash" on Friday, September 27th from 7:00 p.m. to 9:00 p.m. at Century Court in Roppongi. This is guaranteed to be a blast so please make sure to mark it on your calendar. Your friends and colleagues are all invited. Let them know or bring them with you.

The RBA continues to grow every day and we are all grateful for your support. See you all on the 27th! ☺

In-house jobs and Japanese language

Perceptions of the Japanese Legal Market

By Katsuyoshi Otsuka

RBA Member

There are currently a number of in-house legal positions available at various size companies in Tokyo. Unless you are talking about finance, trading companies or a very large organizations, only a few companies are looking for foreign lawyers in Tokyo. You might have noticed this general tendency, but not know the reason behind it. Let me share my thoughts with you...

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Traditionally, Japanese corporations have been extremely underserved when it comes to in-house lawyers. You may well recognize that companies place their in-house legal staff in the administration department and, most of the time, legal work is not their primary responsibility. There are several reasons for this: the most obvious is the lack of Japanese bengoshi. Bengoshi are very few in number (1600 in all of Japan) and found primarily in domestic and joint ventured foreign law firms. Only very recently have bengoshi began to enter companies but this is still rare. In companies that value legal opinion this gap is often filled with foreign qualified lawyers (often Japanese nationals) but even their roles do not often share the same status as in the West unless they are the General Counsel or very senior. In fact, more often than not, in-house legal staff only have basic university legal degrees and rarely any qualification of any kind. So, in general the in-house legal role has not been taken too seriously; until now.

Only recently, in the wave of globalization has the Japanese corporate mind begun to recognize the importance of the legal function for the protection of their business and the long-term health of the entire organization. Rather than just due diligence on licensing and on contract review, more and more Japanese corporations are looking at lawyers as business partners and strategic advisors. That's great news for lawyers with an eye for business. The bad news for corporate Japan is that there is enough qualified people who can handle this double business/legal role.

Given the historical evidence as well as the closed business community, the challenge that most foreigners face is the language. Japanese language skill often makes the hiring manager's "Must Have" list. Of course it is important to have the necessary skills and the right personality to be able to do the job. But many of the candidates we deal with find it difficult to understand that just language ability can limit your options even within foreign companies. The important fact to remember is how Japanese companies work internally and externally and just what your job

responsibilities would be. Most of the time you will be dealing both internally with your co-workers and externally as a client interface with Japanese nationals who are not bilingual. Your work will also entail reviewing contracts written in Japanese. So, no matter how good of a lawyer you are, Japanese language is a necessity unless you enter a truly international company with bilingual staff, like we often find

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in banking & finance as well as international law firms.

Again, it is changing slowly and gradually, but it will take a long time before the majority of the Japanese companies adopt a bilingual work environment (ie: like Nissan). Until this happens, the ability of your Japanese language will be your best friend or your biggest enemy.

CALENDAR OF EVENTS

RBA “Brew Masters Beer Bash”

Friday, September 27, 2002

7:00pm - 9:00pm

@

WDI's Private Club

CENTURY COURT

Roi Building, 10th Floor
5-5-1 Roppongi, Minato-Ku, Tokyo 106-8522
Telephone: 03-3478-4100

JPY 4,000 for members
JPY 5,000 for non-members
(Beers from around the world and light snacks)

RSVP by Wednesday, September 25, 2002 to
28Hevents@rbalaw.org

RBA T-SHIRTS

LIMITED EDITION RBA T-SHIRTS ON
SALE

2,000 yen each or 3,000 yen for two

Get one for yourself, friends and family members

SOCIAL ACTIVITIES

RBA - Summer BBQ

PHOTOGRAPHS OF THE DAY THAT WAS....



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.

The RBA is looking for new Executive Board Members to fill positions immediately. If you would like to become a more active member of the RBA community, please contact Jeff Shimamoto by e-mail at: 39Hpresident@rbalaw.org

If you are planning a social event, shindig, soiree or occult ritual, are crazy enough to invite the RBA membership and would like to publish an advertisement in future issues of the RBA Newsletter, please contact Richard White by e-mail at: 37Hnewsletter@rbalaw.org

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 7 days 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.

EDUCATIONAL OPPORTUNITIES

WORKPLACE MEDIATION TRAINING

Human Solutions MAK, a human resources (HR) consulting firm based in Tokyo, is pleased to offer a workshop on mediation skills training in conjunction with Mediation Training Institute (MTI) from September 17th through 20th. Dr. Dan Dana, President of MTI and a pioneer in the development of workplace mediation skills, will be in Tokyo to present lectures at this event in English (for Dr. Dana's bio, please click on <http://www.mediationworks.com/dmi/biodan.htm>). This course will be especially beneficial for managers, HR professionals, ODs, EAP counselors and legal professionals.

Attendees will earn continuing education credits, including credits for Continuing Legal Education (CLE), Employee Assistance Professional Association (PDH) and CA Board of Behavior Science Examiner (MFT, LCSW application in process).

For more information about MTI and Human Solutions MAK, please click on <http://www.mediationworks.com/mti/japan/index.html>.

Attendance at this event is available at a special price now. Please contact Human Solutions MAK for more information. <http://www.humansolutionsmak.com/>

NEW LL.M. IN JAPANESE LAW

The University of New South Wales (UNSW) Faculty of Law is pleased to announce a new LL.M. program in Japanese law.

With a strong interdisciplinary focus, the new program is the most comprehensive of its type anywhere outside of Japan. All course may be undertaken off-campus in an interactive online learning environment.

Course offerings include:

- **Themes in Asian and Comparative Law**
- **Japanese Law in Context**
- **Japanese Law and the Economy**
- **Japanese Law and Politics**
- **Japanese Law and Society**
- **Tutorial in Japanese Law and Language**
- **Tutorial in Advanced Japanese Law**
- **Tutorial in Advanced Asian and Comparative Law**
- **Research Thesis in Japanese or Asian and Comparative Law**

For more information about the academics of the program, please contact the Program Coordinator, Leon Wolff (leon.wolff@unsw.edu.au) or visit <http://www.law.unsw.edu.au/studying/postgrad/asia.asp>.

If you would like to place an advertisement for upcoming conferences, seminars and the like that RBA Members would be interested in attending in future issues of the RBA Newsletter, please contact Richard White by e-mail at: 38Hnewsletter@rbalaw.org

OCTOBER ICA ROUNDTABLE /
NETWORKING EVENT

**Topic: Can the Silicon Valley Model Really
Work in Japan? (A Renewed Analysis in
Light of Recent Amendments to the
Japanese Commercial Code)**

Presenters:

* John Y. Sasaki, Partner - Morgan Lewis &
Bockius LLP

* Hajime Tanahashi, Partner - Mori Sogo Law
Offices

THE EVENT

As you may know, the Japanese Commercial Code has undergone a series of amendments in the last two years. A number of these changes were specifically designed to remove legal and regulatory obstacles to the formation and growth of start-up companies in Japan. The "Silicon Valley model" was used as the basis for many of these amendments. But have these amendments really made it possible to recreate the Silicon Valley model in Japan?

John Y. Sasaki of Morgan Lewis Tokyo and Hajime Tanahashi of Mori Sogo will explore this question. As some of you may recall, John Sasaki, formerly with Wilson Sonsini Goodrich & Rosati in Silicon Valley, previously gave a presentation in front of the ICA on the Silicon Valley model. At that time the emphasis was on the inability to recreate the model in Japan within the legal framework of the Japanese Commercial Code. John will once again discuss the Silicon Valley model, but this time Hajime Tanahashi will join John to discuss the recent amendments to the Japanese Commercial Code.

The event will begin with a presentation by John and Hajime, then we will open up the event to the audience for questions. The meeting will be preceded by a networking party, drinks and stand up buffet dinner.

MEETING DETAILS - RSVP REQUIRED

If you would like to attend please RSVP to Chris Ohta at ohtac@icnet.ne.jp by 17:00 Tuesday Oct 15. Include the following information for each person who will attend.

Name:

Company Name:

E-Mail address:

Phone:

MEETING DETAILS

Date: Thursday October 17, 2002

Time: 6:00 Doors open

6:30 Cash bar / buffet dinner

7:30 Presentations

8:00 Roundtable Discussion

8:45 Finish

Place: Yurakucho Denki Building, Foreign
Correspondents' Club

Map: <http://www.fccj.or.jp/general/map.htm>

Cost: 3,000 (yen) members, 5,500 (yen)

non-members

Buffer dinner included. Cash bar available

No shows will be charged

FOREIGN WOMEN LAWYERS
ASSOCIATION

Foreign Women Lawyers Association (FWLA) will invite Ms. Diedra Wager, Chief Retail Officer of Starbucks Coffee Japan, on Tuesday, October 1st. Following socializing from 7 pm, a meeting will start. Members JPY3,000/ F/T students JPY1,500 / Guests JPY5,000, including great catering meal. To attend the meeting, please reply to fwla@gol.com. FWLA webpage:

<http://www2.gol.com/users/fwla>”

Venue: East West Consulting, Hanzomon station Exit 1

[Map:]

http://www.ewc.co.jp/en/tokyo_hq/map.htm



Now accepting applications

Japan Market Entry Competition
The Winning Way Into Japan
9th JMEC - Information Evening
September 10th, 2002 (Tue) 6:30pm

The Japan Market Entry Competition (www.jmec.gr.jp) is an innovative management training program for business people to provide them with skills to succeed in doing business in Japan. JMEC offers companies with fresh perspective to opportunities in the Japanese market.

The program is divided into two parts; the lecture series and the business plan preparation period.

The lecture series consists of seventeen presentations by executives experienced in doing business in Japan, and are delivered on Saturdays between October and December.

Following the lecture series, the participants are divided into teams of five, or six, individuals and each team is assigned a project requiring them to prepare a business plan for a real business situation. The projects are submitted by companies, **Project Clients**, seeking to enter, or reposition, a product or service in the Japanese Market. This period lasts from December until May. The resulting business plans are put forward for a competition, judged by a panel of experts, and valuable prizes are awarded to the winning teams.

Participants are supported throughout the program by Team Mentors, Business Consultants and the Program Director.

WHO SHOULD PARTICIPATE ?

- Any resident or non-resident **company or organization** considering to introducing or repositioning a product or service in Japan
- Any English-speaking **individuals**, foreign or Japanese, working or studying in Japan, and has a genuine interest in improving their business skills and broadening their business network.

The end result is that the Participants receive an excellent, practical, education in doing business in Japan and in preparing a business plan – a mini-MBA.

Companies submitting Projects receive a comprehensive and innovative business plan for a fraction of the cost of hiring business consultants.

Applications Deadlines: *Company Projects* should be submitted by **November 10th, 2002**
Participant application should be submitted by **September 30th, 2002**

Additional Information: For further details of the JMEC Program and Information Evening please contact Ikuko Collins, Program Director

Tel: **03-5562-1444** Email: **JMEC@twics.com** URL: **www.jmec.gr.jp**

JMEC is sponsored by eleven foreign Chamber of Commerce in Japan from: America, Australia & New Zealand, Britain, Canada, Denmark, Finland, Germany, Ireland, Italy, Netherlands and Sweden.

JMEC is also supported by the Delegation of the European Commission in Japan.

CAREER OPPORTUNITIES

By Tom Chung
RBA Board Member

TOKYO LISTINGS

ANDERSON MORI

An International Japanese law firm with a general corporate practice seeks to engage native English speaking attorney/solicitors having a minimum of 2-3 years of solid corporate transaction documentation drafting experience as a qualified attorney/solicitor in a large, home jurisdiction corporate law firm, as a **FULL-TIME FOREIGN LEGAL ASSOCIATE**. Please address applications to Jim Minamoto, Esq. at Anderson Mori: fax: 3214-8748; tel.: 3214-3192; james.minamoto@andersonmori.com.

BLOOMBERG LP

Compliance Officers / Lawyers

Seeking securities compliance officers with fluent English skills. The ideal candidates will have a minimum of 3 years of experience with securities regulations (ideally in Hong Kong, Australia or Singapore). A legal degree is a strong plus. Business level Japanese is a plus.

The officers will join the Bloomberg Tradebook Compliance team in Tokyo and will be expected to coordinate compliance with securities regulations governing Bloomberg Tradebook affiliates throughout Asia. Compliance is central to Bloomberg Tradebook and the officer will be expected to assure that Bloomberg Tradebook's business practices and employee behavior continue to conform to the highest ethical and regulatory standards. Competitive salary commensurate

with experience.

Please e-mail your cover letter and resume to tokhr@bloomberg.co.jp with the attention of the TRADEBOOK Recruiting Team.

KAO CORPORATION

Kao Corporation, a leading Japanese manufacturer of household products, cosmetics, and chemical products, is looking for a native English-speaking attorney to join its Legal Department on a part-time basis. The ideal candidate should have two to three years of law firm or in-house experience. Japanese language skills would be helpful but not required. Main job responsibilities include assisting Japanese legal staff with the drafting and editing of English-language agreements, reviewing legal documents in English, coordinating with English-speaking outside legal counsel in cross-border transactions, and when necessary, conducting basic legal research.

Work schedule can be arranged to suit the needs of the selected candidate. Compensation will be determined upon negotiation.

If you are interested or would like to receive further information, please contact Mr. Takeyasu Masaru at 03-3660-7290 or takeyasu.masaru@kao.co.jp, or Mr. Inoue Taro at 03-3660-7047 or inoue.tarou@kao.co.jp.

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>

TEMPLE UNIVERSITY JAPAN

TUJ is seeking an Assistant Director for its Law Program in Japan. The program was launched in 1994 and serves Japanese, American and citizens of other countries who wish to study American and international law. All courses are qualified for ABA credit. The ideal candidate is an attorney from a common law country with the capability and desire to counsel students, teach and manage administrative details of the program. Our program is expanding and we are looking for someone who can inspire students and help create the future. This is a full-time position, but part-time candidates may be considered. Candidates should contact Larry Repeta at 5441-9800 (ex. 911) or repeta@tuj.ac.jp.

WARNER HOME VIDEO JAPAN

Regional Legal Director, Asia

Language: Japanese, English OR Chinese, English required.

Duties: Serve as liaison to Burbank regarding licensing, distribution, IP, partnership, and affiliate agreements and transactions. Build strategic alliances and develop the corporate structure. Assist in the anti-piracy strategy into Asia.

Yrs of Experience: 4-7 yrs. from top law firm or in-house counsel

Location: Tokyo (local package)

Please contact:

Vicki Chang
Warner Bros.

Director Worldwide Recruitment

4000 Warner Blvd
Burbank, CA 91522
818-954-1235 Work
818-954-4265 Fax

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

EXECUTIVE SEARCH INTERNATIONAL

Top global law firm is seeking capital markets/securitisation lawyers at various seniority levels. Japanese skills an advantage but not a prerequisite. Native Japanese corporate lawyers/Bengoshi candidates also sought.

Please contact Susan Ando at susan@esijpn.com or Henry Bantjez at henry@esijpn.com; resumes can be submitted directly or through website in complete confidence at www.esijpn.com.

No action will be taken without the explicit consent of the candidate.

If you would like to place a careers opportunities advertisement in future issues of the RBA Newsletter, please contact Tom Chung by e-mail at: 36Hcareers@rbalaw.org

TMP WORLDWIDE

Tokyo & International Jobs

Tokyo - Head of Legal Japan

A company with very a strong brand and a global business needs a head of legal for their Japan operation. The ideal candidate should have at least 5+ years experience in private practice or as an in-house lawyer with strong commercial transaction experience. Strong Japanese skill, both in written, communication is required.

Tokyo - Japanese Qualified Bengoshi

There are opportunities for in-house roles as well as at law firms in Tokyo for those who have Japanese Bar qualification. These are excellent chances for senior Bengoshi to develop his/her own team and also for junior Bengoshi to grow in a business environment. **Ref#1123**

Singapore - IT/Software Lawyer: UK/US/Sing qualified 8 yrs pqe

Excellent opportunity for regional counsel for join a Nasdaq listed software house. Covering Asia Pacific, you will support the Sales and Marketing managers in drafting, negotiating and structuring deals. In addition, you are responsible for all day-to-day legal functions.

London - Structured Finance Associate

US Global law firm is interested in associates for their Global Corporate Finance Group which handles structured finance, banking and capital markets. If you are interested in working in London this could be a good opportunity for you.

Tokyo - Senior VP Securities Lawyer : In-house

A global investment bank is seeking a senior VP level lawyer with 5+ years PQE. Japanese language is preferred but they are happy to consider other top quality candidates with excellent experience in notes, OTC and other structured finance products (both Equity and Fixed Income). A strong awareness of Japanese restrictions with respect to the general securities laws is also desired. **Ref# 3338**

Tokyo - Mid-Senior Corp M&A/Restructuring: US qualified

Working with a team that specializes in M&A deals and restructuring for Japanese companies overseas you will work closely with a senior bengoshi on big deals with well-known clients. Japanese language required. **Ref# 3427**

Tokyo - Corporate Services Lawyer

This US global law firm is looking for a lawyer with senior experience to support the Corporate Team but is also looking for a life outside of work. The job entails setting up JVs, companies and their branches as well as supervising paralegals. Japanese language needed. Flexible hours. **Ref#3428**

Tokyo - Securitization Lawyer

A European bank is looking for a Native Japanese Speaker for its growing securitization business. The ideal candidate will have 3+ years of securitization legal experience. Any qualification is acceptable. **Ref#3462/JG**

Tokyo - Senior M&A Lawyer : Private Practice, 6+ years PQE

A top global law firm with excellent local practice as well is expanding aggressively and will require the services of a senior M&A lawyer with strong knowledge of Japan's new

laws as well as relationships with Japanese firms. Japanese language ability is desired. **Ref#3398**

Tokyo -Mid Level Environmental Lawyer : US/UK Qualified Lawyer

With the change in the law, from April 1st of this year purchasers of companies or property can now be held liable for any previous environmental damage. Environmental law is expected to grow in importance in Japan in the next couple years. Not much experience is expected. Japanese language necessary. **Ref# 2905**

Singapore - Treasury Lawyer: Sing/UK qualified, 7 yrs pqe

Major banks in Singapore seeks experience Treasury or Global Markets lawyers to provide legal documentation and advisory support. Knowledge of treasury and structured products/ documentation essential.

Singapore - General Banking Lawyer: Sing/UK qualified 10yrs pqe

Leading foreign bank in Singapore seeks inhouse counsel with strong knowledge of corporate and consumer banking business. Familiarity with local regulations and banking legislation is required.

Tokyo - Secured Lending Capital Markets: 3-5 pqe

This firm offers 3-5 years associates from global law firms with native level or high fluency in Japanese the chance to work closely with clients. Experience in aircraft leasing or structured finance is a required as is (New York/California) or UK qualification.

Phoenix, Arizona - Mid-Senior Employment Attorney: In-House

A Fortune 100 company is looking for a senior employment attorney to be based in Phoenix Arizona. The company has over 100,000 employees in hundreds of countries. Become part of the leadership of a business. The ideal candidate will have 8+ years of experience in general labor and employment law. **Ref JO114852**

Tokyo- Senior Lawyer: Investment bank

With our client's expanding business lines there is a need for senior legal counsel. The ideal candidate will have excellent experience in IPOs, confidentiality agreements, and cross-border deals. Experience in other markets is valued as is experience in legal issues for real estate. Bilingual ability appreciated. **Ref#3276**

Tokyo - Senior Project Lawyer : UK/US qualified

Global law firm looking for a senior Projects lawyer with good Japanese language skills. Depending on the candidate, this could be a partner level position even without a portable book of business. **Ref#2907**

Tokyo- Corporate Partner: UK/US qualified

About every firm in Tokyo could use a partner level hire with a portable book of business totaling \$1 million or \$2million. Please give us a call to learn about your full options.

Tokyo - Senior In-house Legal, Derivatives: UK qualified

An expanding US investment bank with regional responsibilities from their Tokyo office is in need of a strong foreign lawyer with knowledge of complex derivatives structuring, credit linked notes, credit linked loans, for their

top rated credit derivatives business. While derivatives knowledge is needed, there are many other business lines to get involved in as well. Japanese language preferred but not absolutely necessary. **Ref# 3425**

Tokyo - Tax Lawyer: 3-6 years PQE

Tokyo

A top global law firm here in Tokyo needs to fill out its well-recognized tax team with mid-level associates. Ideally experience of 3-6 years corporate tax legal experience and Japanese language skills are preferable. **Ref# 3399**

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

James Graham (Team Leader)

james.graham@tmp.com

Katsuyoshi Otsuka (Consultant)

katsuyoshi.otsuka@tmp.com



**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.legalfutures.com for your free monthly e-newsletter listing the top jobs in Asia.

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

TOKYO

New Legal & Compliance Vacancies for September

UK Qualified Capital Markets Associates

A UK firm with a growing Tokyo practice is looking to expand their capital markets team to include a 2-4 years' qualified UK qualified associate, with experience of securitization transactions. The candidate must have excellent academic credentials and should come from a top-tier firm in Tokyo or their home jurisdiction. A demonstrable commitment to both capital markets work and Tokyo is also a pre-requisite. Native-level English is essential and Japanese ability whilst an advantage is not required. Salary commensurate with market rates. **(REB)**

US Associates – All Levels

This award winning international law firm has

been operating in Tokyo for over 30 years offering domestic and international business advice on all areas of commercial law. With a staff of 70+ and almost universal Japanese capability, this firm works closely with a full range of successful businesses around the world and is now seeking to strengthen its local practice through the addition of US admitted associates on all levels with native or strong Japanese skills.

(MGA)

Corporate Paralegal

A UK "Magic Circle" firm requires an experienced paralegal with strong corporate experience for its expanding Tokyo operation. The ideal candidate will have strong business English and experience with a wide range of documentation, translation, research and due diligence.

(REB)

Other Tokyo Legal Vacancies

Mid – Level Finance Associate

One of the first US firms to open a Tokyo office and now has offices in Europe, Asia and the US, is seeking a finance associate with 3 – 6 years experience for its Tokyo office. Experience in project finance, aircraft finance and securitisation is required and particular experience with loan agreements, credit documentation and security documents is also necessary. S/he will be expected to take a lead role in client meetings, be mainly responsible for selected transactions as well as be open to receive further training from senior staff. Although preference will be given to US admitted lawyers, those admitted in other jurisdictions are also welcome to apply. This vacancy represents a real opportunity to develop a long career at a top-tier US firm. No Japanese required but a demonstrable commitment to Japan is necessary. **(MGA)**

Junior Finance Associate

With offices on 3 continents and more than 30 years experience in Japan this US firm is firmly

established as a world leading provider of legal services. Its Tokyo office, known for its corporate finance and project finance work, requires a native Japanese or fully bilingual junior western associate to assist mainly its western practice but also be responsible for its current Japanese clients and assist developing further Japanese clients. Although a background in project finance would be ideal, candidates from corporate / commercial or corporate finance will also be considered. Lawyers admitted in the US are preferred but lawyers from other jurisdictions are also welcome to apply. **(MGA)**

Mid – Level Tax Associate

A leading US private practice with a truly global reach and strategy is currently seeking a mid-level tax associate to assist its Tokyo operations. The ideal candidate will be a US admitted associate with three years or more experience at a top-tier private practice firm or accounting firm assisting on tax structuring and planning although lawyers admitted to other jurisdictions and with experience with tax dispute resolution will be considered if the candidate comes from the right background. Native English and strong Japanese skills are required to liaise closely with *bengoshi* colleagues, domestic clients, tax officials/regulators and appropriate legal research. **(MGA)**

Legal Section Manager

A world leading pharmaceutical company is looking to hire a legal section manager for its legal department in Tokyo. This position will report to the Head of Legal and involve management of three staff members. The role will include various in-house legal duties including reviewing and drafting corporate documentation and contracts, risk-management, ensuring internal compliance and liaising with the overseas General Counsel, however it will exclude Intellectual Property related work. The successful candidate must have solid legal knowledge, with 5-10 years' in-house legal

experience and the ability to draft English legal documentation without supervision. Native level Japanese and fully fluent English are a must, along with excellent negotiation skills. **(REB)**

Documentation Specialist

With more than 95,000 employees and 12 million customers in over 70 countries worldwide, our client is a truly global financial services provider and is seeking a documentation specialist with 3 - 4 years experience in an investment bank or securities company dealing with ISDA and other structured finance product documentation. Native Japanese with strong business English is a prerequisite. **(MGA)**

Intellectual Property Specialist

The Japanese subsidiary of a leading US Chemical company is seeking a Japanese IP specialist to work closely with its Head of Intellectual Property Affairs. A solid grounding in Japanese Patent Laws and Procedures is essential for the position and *benrishi* candidates will be given priority. The ideal candidate will have a strong Japanese educational background in Chemical Engineering or another scientific field and will possess business level English skills in addition to native-level Japanese. **(REB)**

Mid – Level Securities Associate

This European securities company is seeking a US / UK admitted lawyer with an international outlook and 3 - 4 years experience mainly in securitisation, and structured finance generally (credit, equity, interest etc. linked derivatives and ISDA), to be the number two lawyer in the team. Native Japanese or a fluent Japanese westerner is required. **(MGA)**

Patent Engineering Benrishi Counsel

An elite automobile manufacturer is seeking a patent attorney (*benrishi*) with an engineering background to assist its Intellectual Property department. The successful candidate will be responsible for all IP matters in the Far East

region of its company group. The ideal candidate must have at least 3 years experience as in-house counsel and hold an engineering degree. Experience with domestic and / or foreign licensing or litigation is a plus. A native Japanese speaker with strong business English is preferred. **(REB)**

Trademark / Design Benrishi Counsel

A world-wide automobile manufacturer is looking for a patent attorney (*benrishi*) with legal background to support its Intellectual Property department. The successful candidate will have at least 3 years experience with trademark and design issues as an in-house counsel. Experience in domestic and/or foreign litigation is a plus. A native Japanese speaker with strong business English is preferred. **(MGA)**

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)**

***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)**

Tokyo Compliance Vacancies

Junior Equity Compliance Officer / Regulatory Lawyer

The cutting-edge securities trading subsidiary of a large US based media company is seeking a junior regulatory lawyer/ junior equities compliance officer to join its Asia-Pacific compliance team. This post based in Tokyo will involve close coordination with affiliates throughout Asia. A basic working knowledge of securities regulations, with a focus on equities with some fixed income experience, in one or more of the following jurisdictions is essential - Hong Kong, Singapore or Australia. The ideal candidate will be admitted in one of the above jurisdictions and currently working at a securities house in the Asia-Pacific region as either a lawyer or a compliance officer. Fluent English skills are essential and business level Japanese would be a definite plus.

(REB)

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)**

Senior Securities Compliance Officer

A leading securities firm with a strong market reputation for commitment to legal and compliance support is seeking a senior compliance officer to liaise with front office personnel in relation to Japanese equity, fixed income derivatives and global equity trading. This is a new position that requires strong regulatory understanding and an ability to comfortably communicate compliance policy to front office staff in English and Japanese. Previous experience in the front office of a large Japanese or foreign investment bank and subsequent compliance experience would be ideal for this vacancy which provides a real opportunity to develop a senior career in compliance. **(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)**

INTERNATIONAL VACANCIES

Investment Banking Lawyer (4 Years Pqe) ***– Hong Kong***

Our client is a leading European Investment Bank and due to continued growth in the Asia Pacific region they are seeking a four year commonwealth qualified lawyer to join its boutique Hong Kong based legal team. The successful candidate should have broad capital markets experience ideally (Asia Pacific wide, ideally emphasis on the Korean market) with specialist knowledge of equity derivatives and fixed income products. A strong working knowledge of ISDA agreements is essential. The successful candidate should ideally be in an existing Investment Bank role although the client would consider directly from private practice if able to demonstrate outstanding experience (and/or an IB secondment period). Fluency in one of more Asian languages would be advantageous. **(MJI)**

Associate / Japanese Client Relationship Manager - Singapore

A reputed firm with offices in the region would like to invite a highly energetic lawyer who enjoys interaction with clients to join their bustling practice in Singapore. You must have excellent communication and interpersonal skills and be able to speak Japanese. The ideal candidate must love building strong client relationship for the firm and also be able to take on some corporate/commercial work. Your role will be to development business relationship with Japanese clients and also to further the business where possible with existing clients. Those who are not legally trained but have the necessary experience, Japanese language and PR skills are encouraged to apply. **(MJI)**

**For more information in absolute confidence
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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 03-6888-3205.

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