

# **BIOGRAPHIES OF ARBITRATORS**



**Arbitration Council Foundation**

**Prepared and Compiled by**  
Training and Communication Department of  
Arbitration Council Foundation

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# **ARBITRATORS FROM THE MINISTRY LIST**

ARBITRATORS APPOINTED UNDER ARTICLE 3A OF THE  
PRAKAS ON THE ARBITRATION COUNCIL

## Mr. ANG Eng Thong

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**Present position:** Director of the Lawyers' Training Center (Phnom Penh).

**Background:** Member of the Cambodian Bar Association. President of the Cambodian Bar Association. Founding member and Secretary General of the *Association des Droits de l'Homme et du développement au Cambodge* (ADHOC). Chief of Litigation of the Royal Railway of Cambodia (*Chemins de Fer Royaux du Cambodge*–CFRC). Professor of French Language.

**Education:** Bachelor of Laws (LLB) (Faculty of Law and Economics, University of Phnom Penh).

**Languages:** Khmer, French (Fluent), and English (Fair)



## Mr. KIM-Yeat Dararith

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**Present position:** Attorney at Law, Member of the Cambodian Bar Association.

**Background:** Deputy Director of Cambodian Development Resource Institute (CDRI). Legal Advisor and Programme Officer for the European Commission, Technical Co-ordination Office in Phnom Penh. Director of Derudder Cambodia.

**Education:** PhD in Law and Economics (France), Master of Political Science (France), Bachelor of Human Resource Management (France).

**Languages:** Khmer, English, and French



## Mr. KONG Phallack

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**Present position:** Managing Partner of KhmerLex Legal Solutions. Dean and Professor (Faculty of Law and Public Affairs; Pannasastra University of Cambodia).

**Background:** Jurist & Consultant for the Cambodian Model Court Project. Consultant for USAID-EWMI (Legal Aid Project) and GTZ (Baseline Survey Project) at the Council for Legal and Judicial Reform. AusAid-CCJAP Team Review member. Legal Assistant (JICA and the Ministry of Justice—Civil Code and Civil Procedure Code Project). Professor of Law (Royal University of Law and Economics).

**Education:** LLM (Graduate School of Law, Nagoya University, Japan); LLB (Royal University of Law and Economics, Cambodia); Doctor of Dental Surgery (DDS) (The Royal University of Health Science, Cambodia).

**Languages:** Khmer, English (Fluent), French, and Japanese (Fair)



## Mr. KOY Neam

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Present position: Senior Program Officer, The Asia Foundation.

Background: Editor-in-Chief (*The Lawyers' Bulletin*, Bar Association of the Kingdom of Cambodia). Member, Bar Council and the Committee for Criminal Affairs, Bar Association of the Kingdom of Cambodia. Program Manager, United Nations Development Programme (UNDP), Cambodia. Lecturer in Law, Royal University of Law and Economics, National University of Management, and Royal University of Phnom Penh.

Publications: Introduction to the Cambodian Judicial Process; Prosecutor: History and Comparative Study; and English-Khmer Law Dictionary.

Education: Master of Laws in International Transactions and Comparative Law (University of San Francisco, USA). Bachelor of Chemical Engineering (University of Technology, Phnom Penh).

Languages: Khmer, English, French, and Thai



## Mr. MEN Nimmith

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Present position: Advisory Committee Member, Better Work Global Program, ILO/IFC, Geneva. PhD Candidate, Melbourne Law School, Australia.

Background: Former Executive Director (Arbitration Council Foundation). Legal Consultant. Program/Project Officer (USAID, EU). Lecturer of Law (Royal University of Law and Economics).

Education: Bachelor of Public Administration (Thailand), LLB (Cambodia), Master of Science (USA).

Languages: Khmer, English, and Thai



## Mr. NHEAN So Munin

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Present Position: National Legal Advisor/Land Law Expert for East-West Management Institute.

Background: Legal Consultant for land law dissemination and legislative drafting projects of UNICEF, GTZ-LMAP, DANIDA-NRLMP, ADB-EWMI and EWMI-DRL-ECOSORN-USAID. Local Consultant on good governance (D&D/DFGG) projects of GTZ-ARDP and World Bank-Mol-AC/MoLVT. Legal trainer and interpreter for USF-CLEC. Marketing and Sales Manager/Supervisor for various private companies.

Education: Master of Arts in Governance and Development (Institute of Development Studies, University of Sussex, UK). Visiting Legal Research Scholar (University of Michigan Law School, USA). Bachelor of Laws (National Institute of Management, Phnom Penh). Bachelor of Arts in Geography (Royal University of Phnom Penh).

Languages: Khmer, English, and Thai



## Mr. PEN Bunchhea

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**Present position:** Deputy Secretary-General of the Council for Legal and Judicial Reform (Office of the Council of Ministers).

**Background:** Project Manager for the Legal Aid Project supported by USAID-EWMI (Baseline Survey) at the Council for Legal and Judicial Reform. Project Manager for the Legal Drafting Project supported by GTZ (Baseline Survey) for Ministries/institutions. Director of the IT Project for the Council for Legal and Judicial Reform. Deputy Project Director for the General Administration of the Council for Administrative Reform. Associate Professor at the Lawyers' Training Center (Phnom Penh).

**Education:** Master of Public Policy (National Graduate Institute for Policy Studies, Japan), Bachelor of Laws (Faculty of Law and Economics, University of Phnom Penh, Cambodia).

**Languages:** Khmer and English



## Mr. RUN Saray

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**Present position:** Executive Director of Legal Aid of Cambodia.

**Background:** General Manager with Buddhism for Development. Trade and Economic Consultant to The Asia Foundation. Managing Director of the Greater Mekong Sub-region Business Forum (GMS-BF) in Laos, PDR. Lecturer in Law at the National Institute of Management and Royal University of Law and Economics.

**Education:** Masters of International Law and Economics (World Trade Institute, Switzerland). Bachelor of Laws (Faculty of Law and Economics, University of Phnom Penh, Cambodia). Bachelor of Public Administration (Thailand).

**Languages:** Khmer, English, and French



## Dr. SOK Mathoeung

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**Present position:** Professor of Economics and Law, teaching "Managerial Economics" for the Master of Management course at the Royal University of Law and Economics, the Royal School of Administration and other universities in Cambodia. Mediator accredited by the *Centre de Médiation et d'Arbitrage de Paris*.

**Background:** Professor of Labour Law (Royal University of Law and Economics, Phnom Penh, Cambodia; Build Bright University and the Lawyers' Training Centre). Member of the Bar Association of the Kingdom of Cambodia. Professor of Economics (Faculty of Law and Economics, University of Phnom Penh; the Royal School of Administration, Cambodia; and the University of Paris, France). Programme Officer for the European Commission, Phnom Penh.

**Education:** PhD in Economics (University of Paris, Pantheon-Sorbonne France). Bachelor of Economics and of Laws (Faculty of Law and Economics, University of Phnom Penh, Cambodia).

**Languages:** Khmer, English, and French



## Mr. TAN Try

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Present position: Lawyer.

Background: Former Business and Investment Advisor at Sciaroni & Associates. Lecturer in Cambodian Property Law at Pannasastra University of Cambodia. Cost Accountant and Finance & Control Trainee at Nestle Dairy (Cambodia) Ltd. Financial Officer at Legal Aid of Cambodia responsible for the account records, preparation of financial statements, development of internal control systems, working with external auditors and donors and assisting in selective administrative matters.

Education: Master of Public International Law (Kansai University, Japan); Bachelor of Commercial Law (National Institute of Management). Bachelor of Business Administration (bi-lingual joint program of the Faculty of Business, National University of Management with Georgetown University and University of San Francisco, USA).

Languages: Khmer, English, and Japanese



# **ARBITRATORS FROM THE EMPLOYER LIST**

ARBITRATORS APPOINTED UNDER ARTICLE 3B OF THE  
PRAKAS ON THE ARBITRATION COUNCIL



## Ms. CHHIV Phyrum

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**Present position:** Human Resources & Legal Manager, Cambodia Airports Management Services. Lawyer of the Bar Association of the Kingdom of Cambodia, specialising in Labour Law and corporate contracts.

**Background:** Lecturer of Labour Law for graduate students and undergraduate students at the Build Bright University and Royal University of Law and Economics.

**Education:** Master of Laws and Labour Relations (*Université Lumière Lyon II, France*). Bachelor of Private Law (*Université Lumière Lyon II, France*).

**Languages:** Khmer, English, and French



## Mr. HEM Hour Naryth

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**Present position:** Partner at BNG Legal.

**Background:** Various positions in the public service (including Ministry of Economy and Finance) and in legal practice, specialising in Commercial and Financial Laws.

**Education:** MBA in Finance (Charles Sturt University, Australia). Bachelor of Laws (Joint Law Program between the National Institute of Management, Cambodia and University of San Francisco, USA). Degree in Medicine (University of Medicine and Odonto-Stomatology, Cambodia).

**Languages:** Khmer, English, and French



## Mr. ING Sothy

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**Present position:** Lecturer in Law at Build Bright University, University of Puthisastra and Cambodia University for Specialties. Chief of the Private Law Unit at the Council of Jurists at the Council of Ministers.

**Background:** Inspector in the Ministry of National Assembly-Senate Relations and Inspection. Government Inspector at the Council of Ministers. Technical officer at the Department of Nature Conservation and Protection, Ministry of Environment.

**Education:** Bachelor of Laws (Faculty of Law and Economics, University of Phnom Penh, Cambodia). Currently completing Master of Laws. Diploma in Veterinary Science (Armavir, Russia).

**Languages:** Khmer, French, Russian, and English (Fair)



## Mr. KAO Thach

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**Present position:** Deputy Director-General of the Securities and Exchange Commission.

**Background:** Clerk attached to the Koh Kong Provincial Court. Legal Officer at the Ministry of Justice. Head of the Financial Market Division at the Ministry of Economy and Finance.

**Education:** Masters of Laws (Bond University, Australia). Bachelor of Laws (Faculty of Law and Economics, University of Phnom Penh, Cambodia).

**Languages:** Khmer, English, and French



## Mr. KOL Vathana

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**Present position:** Deputy Secretary-General, Cambodia National Mekong Committee.

**Background:** Experience in the resolution of conflicts relating to protected areas and community based natural resources management. Experience in small business management. Development of research and policy documents relating to natural resources management, protected areas and forestry.

**Education:** Bachelor of Forestry Science (Royal University of Agriculture, Phnom Penh). Master of Science in Soil Science (Gent, Belgium).

**Languages:** Khmer and English



## Mr. LY Tayseng

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**Present position:** Managing Director of HBS Law Firm & Consultants – HBS and HBS Notary Public.

**Background:** Former Secretary-General of the Bar Association of the Kingdom of Cambodia. Chief of Cabinet of the President of the Bar Association. Legal Adviser to a regional law firm based in Cambodia. Adjunct Lecturer in Law at the Royal University of Law and Economics. JICA Assistant on the Legal and Judicial Project drafting the Civil Code and the Code of Civil Procedure. Legal Assistant to the Director at the Royal School for Judges and Prosecutors.

**Education:** Bachelor of Private Law (Faculty of Law and Economics, University of Phnom Penh, Cambodia), Bachelor of Private Law (*Université Lumière Lyon II*, France), Master of Laws in International Commercial Dispute Resolution (Nagoya University, Japan).

**Languages:** Khmer, English, French, and Japanese



## Mr. MAR Samborana

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**Present position:** Senior Advisor (Justice and Associates) and Head of Legal and Regulatory Affairs (CamGSM Co., Ltd.).

**Background:** Senior Advisor at Sciaroni & Associates, advising on Labour Law, corporate and regulatory affairs.

**Education:** Bachelor of Laws in Public Law (Faculty of Law and Economics, University of Phnom Penh, Cambodia) and in Commercial Law (National Institute of Management, Cambodia). Master of Science in Engineering (USSR). Master of Law and Political Science (Build Bright University, Cambodia).

**Languages:** Khmer, English, and Russian



## Mr. OUK Ry

**Present position:** Partner at Bou, Nou, Ouk & Partners Law Firm.

**Background:** Member of the Bar Association of the Kingdom of Cambodia. Legal Advisor, (Dirksen Flipse Doran & Le – DFDL). Attorney at Law with the Mekong Law Group. Barrister and solicitor of the New Zealand High Court.

**Education:** Master of Laws (Australia). Bachelor of Laws and Bachelor of Economics (New Zealand).

**Languages:** Khmer and English



## Ms. SENG Vuoch Hun

**Present position:** Office Head and Attorney-at-Law of Asia Cambodia Law Firm.

**Background:** Liaison Officer of the Gender Project, the Bar Association of the Kingdom of Cambodia and the Japan Federation of Bar Associations (BAKC-JFBA) under JICA support. Lawyer, Cambodia Law Firm (CLF). Consultant, Alpha International Corporation Ltd. Assistant Program Officer, International Republican Institute (IRI) of the USA based in Phnom Penh. Family Law Project, University of Michigan Law School, USA. Project Assistant, Legal & Judicial Cooperation Project for drafting Civil Code and Civil Procedure Code of Cambodia, Japan International Cooperation Agency-Ministry of Justice of Cambodia (JICA-MoJ).

**Education:** LLM (Pannasastra University, Phnom Penh, Cambodia). LLB (Royal University of Law and Economics, Phnom Penh, Cambodia). Legal Research (University of Michigan Law School, USA)

**Languages:** Khmer, English, and French



## Ms. YOU Suonty

**Present position:** Independent Consultant.

**Background:** Providing consultancy to GTZ, Cambodian Rehabilitation and Development Board (CRDB), IUCN-the World Conservation Union and the UNDP. Business Development Officer, Mekong Private Sector Development Facility. Legal and Tax Advisor (Dirksen Flipse Doran & Le). Senior Tax Consultant (PricewaterhouseCoopers, Cambodia). Legal Assistant of the UNDP.

**Education:** Master of Public Administration (School of International and Public Affairs, Columbia University, USA). Masters of Laws and Certificate in Taxation Law (James Beasley School of Law, Temple University, USA). Bachelor of Laws (NIM/USF, Cambodia). Bachelor of Business Administration (Faculty of Business/USF and Georgetown University, Cambodia).

**Languages:** Khmer and English



# **ARBITRATORS FROM THE EMPLOYEE LIST**

ARBITRATORS APPOINTED UNDER ARTICLE 3C OF THE  
PRAKAS ON THE ARBITRATION COUNCIL

## Ms. ANN Vireak

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- Present position:** Executive Director, Integrating Human to Quality (IHQ): developing IHQ's training plan and strategy.
- Background:** Head of the Labour Program Unit at the Community Legal Education Center. Managed a dynamic group of Program Officers and worked closely with an international labour lawyer to develop the strategy of promoting *Collective Bargaining Agreement* for the industrial workforce. Conducted more than 300 training sessions in Labour Law, communications skills, negotiation skills and dispute resolution skills to private, not-for-profit organisations and key officers from the Senate, National Assembly, Council of Ministers and Women Affairs. Conducted compliance audits for the international buyers such as Nike, Adidas Group and provided consultancy in reviewing personnel policies and procedures for its manufacturers. Visiting Legal Research Scholar at the University of Michigan, USA.
- Education:** Bachelor of Laws (Faculty of Law and Economics, University of Phnom Penh). Advanced legal degree (University of Michigan, USA). Mediation and negotiation skills training in Australia.
- Languages:** Khmer and English



## Mr. AN Nan

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- Present position:** Consultant for the Worker Rights Consortium, Headquarters in Washington DC, USA.
- Background:** Consultant for the American Center for International Labour Solidarity. Legal Supervisor (Cambodian Labor Organization – CLO). Trainer for the Cambodian Labour Training Coalition (CLTC). Activities with CLO have involved training workers, advising unions and settling labour disputes.
- Education:** Bachelor of Laws (Royal University of Law and Economics, Cambodia). Bachelor of Science (Royal University of Agriculture, Cambodia).
- Languages:** Khmer and English



## Mr. HUON Chundy

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- Present position:** Senior Attorney and Program Manager for the Community Legal Education Center (CLEC): managing all CLEC programs on land and natural resources, labour, access to justice and good governance.
- Background:** Lawyer and Supervisor of Juvenile Litigation Project (JLP) for Legal Aid of Cambodia (LAC) from 1999 to April 2004, providing assistance to children in conflict with the Labour Law. Senior Attorney and Head of the Land and Natural Resource Program Unit at CLEC working on high profile litigation and legal advocacy in land and natural resource disputes.
- Education:** Bachelor of Public Administration (Cambodia).
- Languages:** Khmer, English, and Thai



## Mr. LIV Sovanna

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Present position: Lawyer.

Background: Lawyer for the Cambodian Defenders Project. Founder and Vice-President of the Cambodian Union Federation (CUF). Represented CUF in settlement of labour disputes and provided training to union members. Defender of the Cambodian Human Rights Training Organization.

Education: Master of Laws (Cambodia University of Specialties). Bachelor of Laws (Professional Training School, Cambodia).

Languages: Khmer



## Ms. SIN Kim Sean

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Present position: Bar Liaison and Legal Aid Grants Coordinator at the East-West Management Institute (EWMI).

Background: Senior Grants Manager at the EWMI (human rights and rule of law issues). Programme Officer at The Asia Foundation (human rights, poverty and gender issues). Legal Instructor (University of San Francisco/Community Legal Education Center). Legal Assistant (The Legal Center for Research Documentation). Programme Officer (The Human Rights Task Force in Cambodia).

Education: Masters of International Laws and Economics (World Trade Institute, Switzerland). Bachelor of Laws (Faculty of Law and Economics, University of Phnom Penh, Cambodia). Bachelor of Laws (National Institute of Management, Cambodia). Research Programme Certificate (University of Michigan Law School, USA).

Languages: Khmer and English



## Mr. SONG Vannsin

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Present position: Legal Programme Officer with the European Union (Governance Sector).

Background: Experience in conflict resolution (land issues). Conducted arbitration and mediation training in Cambodia and in the USA. Conducted Alternative Dispute Resolution training for local NGOs and local authorities, particularly on land dispute resolution mechanisms. Conducted research on land reform related policy and regulations. Legal Assistant (UNDP Administrative Reform Project and Cambodian Court Training Project).

Education: Bachelor of Laws (Faculty of Law and Economics, University of Phnom Penh, Cambodia). Master of Public Administration (University of Cambodia).

Languages: Khmer and English





## Mr. SUONG Sophal

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**Present position:** Lawyer and Trainer - the Lawyers' Training Center, Phnom Penh.

**Background:** Lawyer in private practice. Legal Assistant at the Council of Ministers (Cabinet of the Prime Minister). Defence lawyer at the Legal Aid Department of the Bar Association of the Kingdom of Cambodia. Member of the Bar Association of the Kingdom of Cambodia.

**Education:** Bachelor of Laws (Faculty of Law and Economics, University of Phnom Penh, Cambodia).

**Languages:** Khmer and English



## Mr. TUON Siphann

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**Present position:** Director of the Department of International Relations of the Council of Ministers.

**Background:** Academic Manager and Legal Instructor at USF/CLEC (including teaching courses in Labour Law and Alternative Dispute Resolution). Contributor to law textbooks. Deputy Director of the Protocol and International Relations Department at the National Assembly. Lawyer of the Bar Association of the Kingdom of Cambodia.

**Education:** Master of International Relations (USSR). Dual Bachelors of Laws degrees (Faculty of Law and Economics, University of Phnom Penh and National Institute of Management, Cambodia). Legal Research Scholar (University of Michigan, USA).

**Languages:** Khmer, English, and Russian



## Mr. VEN Pov

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**Present Position:** Lawyer, Khmer Law Office & Associates.

**Background:** Legal Advisor to the Danny C. Campbell Professional Corporation Branch Office in Cambodia. Lawyer at the Cambodia Law Firm. Chief of the Child Protection Unit of the Bar Association of the Kingdom of Cambodia. Senior Immigrant Visa Assistant/ Anti-Fraud Assistant at the US Embassy, Consular Section, Phnom Penh, Cambodia.

**Education:** Bachelor of Laws (Faculty of Law and Economics, University of Phnom Penh, Cambodia). Certificate of History & Geography and Certificate of Public Administration (Thailand).

**Languages:** Khmer and English



## Mr. VONG Vanna

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**Present position:** Vice-President of Association for Supporting Khmer Character and Culture. Professor of Labour Law, Royal University of Law and Economics, Cambodia.

**Background:** Worked in the field of labour relations for 30 years for the Ministry of Labour, seven years as Director of the Department of Vocational Training. Drafted government regulations related to the Labour Law.

**Education:** Bachelor of Economics (Faculty of Law and Economics, University of Phnom Pehn, Cambodia).

**Languages:** Khmer, English, and French

