

# Curriculum Vitae (CV)

Name: **DIN Virak** (Mr.)

Date of Birth: 6 Jun 1972

Address: **B60, Street 36,  
12104 Phnom Penh, Cambodia.**

Tel/Telegram: **+855 15 798 518**  
E-mail: **dvirak@gmail.com**



## AREAS OF EXPERTISE IN MANAGEMENT

- **Consulting:** Business Plan and Strategy, Impact Evaluation and Management Assessment.
- **Teaching & Training:** Managerial Economics, Money and Banking, Entrepreneurship and Innovation, Business Plan and Marketing Strategy, Financial Analysis, Personal Finance, Insurance and Risk Management, Strategic Management, International Management (Cross-Cultural Management), Leadership and Management, Excellent Customer Service (CRM), Public Speaking, Advocacy & Lobbying, Training of Trainers, Negotiation Skills, Business Ethics, Conflict Management, Synthesis, Report and Speech Writing Skills.

## ACADEMIC EXPERIENCE

- **National University of Management (NUM)** (2020 - present): Delivering Strategic Management, Entrepreneurship, Total Quality Management (TQM), Business Ethics, and Cross-Cultural Management courses for bachelor's degree.
- **Royal School of Administration (RSA)** (2009 – present): Delivering Strategic Management; Change Management; Speaking and Presentation Skills; Synthesis, Report and Speech Writing; for middle-level and high-ranking civil servants.
- **Royal University of Law and Economics (RULE)** (2009 – 2011): Teaching Personal Finance, and Insurance & Risk Management for bachelor's degree
- **University of South-East Asia** (2014): Delivering Total Quality Management (TQM) for MBA program.
- **Vanda Institute** (2003 –2012): Member of the Board of Directors (2011-2012); Delivering Microeconomics, Macroeconomics, Introduction to Economics, Money and Banking, and Human Resource Management for bachelor's degree, and Managerial Economics for Master of Auditing.
- **National Meanchey University** (2010 – 2011): Delivering Strategic Management & International Management for MBA
- **Asia Euro University** (2007 – 2009): Delivering Entrepreneurship, and Strategic Management for MBA program
- **Build Bright University (BBU)**, Phnom Penh and Siem Reap branch (2003 – 2006): Delivering Administrative Office Management (AOM) and Training of Trainers (ToT) for BBA program.
- **Norton University** (2000 – 2005): Delivering Microeconomics, Entrepreneurship, Principles of Economics, and Managing Team for bachelor's degree.

## PROFESSIONAL EXPERIENCE

### **V CAPITAL INSTITUTE**

2012 – present: Master Trainer and Business Development Consultant: Providing management training (including online training), coaching and consulting services to its partners including SMEs and other organizations including Royal Intercon Schools, Cambodia Women Entrepreneurs Association, Nippon Paint., Telecom Cambodia, Phnom Penh Commercial Bank, Sathapana Bank, ISI Group, Pact Cambodia, CARE, SOS Training Center, General Department of Taxation, Ministry of Planning, Ministry of Civil Service, Ministry of Tourism, MAFF, Mfone, GIZ and CJCC, etc. The training courses include Business Planning and Strategy, Supervisory Service Skills, HR Tech/Digital Transformation and Leadership Skills, and Results-based Monitoring and Evaluation, Conflict Management, Storytelling, and Public Speaking and Speech Writing Skills, etc.

## **CARE International in Cambodia**

Nov 2016: Consultant to deliver a training session on Project Management and how to deliver a mentoring activity for key members of Solidarity Association of Beer Promoters in Cambodia (SABC).

## **German Development Cooperation (GIZ) – Ministry of Civil Service (MCS)**

Aug – Oct 2015: Trainer to conduct two Training of Trainers (ToT) courses for senior government officials

## **INDIGENOUS COMMUNITY SUPPORT ORGANIZATION (ICSO)**

July – Aug 2015: Consultant of ICSO 2015 Management Assessment in Phnom Penh, Ratanakiri and Mondulakiri.

## **MORODOK**

Dec 2014 – Jan 2015: Morodok Board Consultant to investigate whether there are issues causing division or management problems within Morodok and to inform the Morodok Board about these issues and ways to resolve them, and to help the Board ensure that Morodok staff are working together in a united way in order to achieve the goal and mission of the organization.

## **CARE INTERNATIONAL IN CAMBODIA**

Nov – Dec 2014: Consultant to design and deliver a practical, targeted 3 day advocacy training program for Solidarity Association of Beer Promoters in Cambodia (SABC) and provide follow-up coaching on advocacy for SABC, to discuss progress and support further advocacy planning.

## **Asian Development Bank (ADB) – Ministry of Civil Service (MCS)'s Capacity Development Program for senior and middle managers of civil servants at the national and sub national levels**

May 2014 – May 2015: Key Expert / Lead Trainer responsible for and delivering the 3 out of 9 subjects: "Conflict Management and Resolution", "Improving Service Quality and Delivery", and "Planning and Managing Capacity Development". Client: University of Puthisastra (UP)

## **Oxford Centre For Leadership (OXCEL)**

2011 – May 2014: Trainer of various subjects including Leadership For Managers, Train The Trainer (TTT), Supervisory Service Skills, Business Plan Development, Conflict Management, Excellent Customer Service for staff from SATHAPANA Ltd, AMRET, AMK MFI, TOTAL Cambodge, etc.

## **KHANA**

Jan – June 2012: Consultant: Facilitation of CPN+ transition (Intermittent basis)

Dec 2011 – Jan 2012: Trainer/Consultant: Training workshop on entrepreneurship and business plan development for KHANA's key staff with follow-up mentoring sessions.

## **UNDP-RSA CREATIVE INDUSTRY SUPPORT PROGRAM**

Jan – Mar 2011: Trainer: Training on Project Proposal and Concept Note Writing, in Kampong Cham & Kratie for government officials from Kampong Thom, Preah Vihear, Mondulakiri and Ratanakiri.

## **AUSTRALIAN PEOPLE FOR HEALTH, EDUCATION AND DEVELOPMENT ABROAD (APHEDA)**

Jul 2009: External Evaluator: Impact Evaluation Study of APHEDA's vocational training and agricultural skills training programs (Hairdressing & Wedding Outfitting, Weaving, Fish Farming, and Fish Hatchery and Nursery) in Kampong Cham, Oddar Meanchey, and Battambang provinces.

## **DANISH INTERNATIONAL DEVELOPMENT AGENCY (DANIDA)**

Oct 2009: National Consultant: Joint Annual Program Review of the Natural Resource Management and Livelihood Program (NRMLP 2006-2010) and preliminary identification of the new phase post 2010, DANIDA, DFID & NZAID.

Apr 2009: Consultant: Performance Review of LMC under the PMIP program.

Mar 2009: National Consultant: Update of Logical Frameworks and Indicators for NRMLP.

Nov – Dec 2008: Consultant: Daily Subsistence Allowance (DSA) Survey.

Sep 2008: National Consultant: Joint Annual Program Review of the NRMLP (2006-2010).

- Jun 2008: Consultant: Preparation of Business Plan (2008-2010) of the Agriculture Technology Services Association (ATSA) under the support of DANIDA.
- May 2008: National Consultant: **Private Sector Development Appraisal Mission to Cambodia**
- Feb 2008: National Consultant: **PSD Formulation Mission to Cambodia.**
- Sep-Oct 2007: National Consultant: **PSD Identification Mission to Cambodia.**

#### **ASIAN DEVELOPMENT BANK (ADB)**

- Feb – Mar 2009: National Consultant: TA – 6468 CAM: Evaluation of Financial Sector Programs and Private Sector Development Strategy in Cambodia. **Independent Evaluation Mission (IEM)** to evaluate the financial sector programs and private sector strategy in Cambodia
- Nov – Dec 2008: National Consultant: RSC - C81037 CAM: **Operations Evaluation Mission (OEM)** to evaluate the financial program cluster 1
- Apr – Oct 2007: SME Survey Specialist: TA 4786 CAM to compile SME profile in Cambodia
- Feb – Aug 2007: Cambodian Financial Specialist: RETA 6266: Enhancing the Business Environment of the Greater Mekong Sub-region (GMS)
- May 2006–Mar 2007: Domestic Insurance Supervision Expert: TA 4656 CAM: Financial Sector Program Implementation. The tasks included developing inception report, interim report, final report, annual actions plan and position descriptions for managers and staff of Insurance Division.
- Oct – Dec 2005: Financial Economist: TA 4020 CAM: **Improving Insurance Supervision Project** to develop a 3-Year Rolling Business Plan (2006-2008) for CAMINCO Insurance

#### **CAMIP, AGRITEAM (CANADA)**

- Nov – Dec 2007: National Consultant: Training on Market Analysis for Agricultural Marketing Office staff of the Ministry of Agriculture, Forestry and Fisheries (MAFF)

#### **WORLD BANK GROUP (WBG)**

- Aug – Sep 2006: National Consultant: **Scoping and Design of MPDF Phase III, Component 1: Review of Context – Economic and Institutional Analysis**
- Jan – Mar 2006: National Consultant: World Bank's Study of **"Using the Poverty Map to Allocate Resources and Design Policy"**
- Jul – Aug 2005: National Consultant: World Bank's Statistical Master Plan for Cambodia for Ministry of Planning
- Feb – Jun 2004: Senior Consultant: MPDF/IFC's Consulting Market Survey in Cambodia
- May – Sep 2003: Content Development Consultant: MPDF/IFC's Business Edge workbook series

#### **CROSSROADS TO DEVELOPMENT**

- Mar – May 2006: Research Consultant: Gender Assessment in Kampong Cham for Japan International Cooperation Agency (JICA) and Ministry of Women's Affairs.

#### **INTERNATIONAL TRADE CENTRE (ITC)**

- Oct 2005 – Jan 2006: National Consultant: Assessment of the Needs of the SMEs and Preparation of a National Action Plan for Strengthening the Trade Promotion Organizations
- Oct 2005: National Consultant: Mid-term External Evaluation of the Support for Trade Promotion and Export Development
- Jul 2005: National Consultant: Trade Promotion Techniques Workshop: Capacity building for trade support institutions to provide training in trade promotion and export development to exporting enterprises

#### **CANADIAN INTERNATIONAL DEVELOPMENT AGENCY (CIDA)**

- Jun 2005: National Consultant: PSD Analysis and Scoping Mission to Cambodia with a focus on rural development and women entrepreneurship in the Northwest of Cambodia

#### **CATHOLIC RELIEF SERVICES (CRS)**

- Nov 2004 – May 2005: Team Leader: Integrated Farming and Marketing Systems Market Study in Svay Rieng & Prey Veng

## **WORK EXPERIENCE**

**General Department of Taxation** (Apr-Sep 2018): Tax Officer at Department of Tax on Movable and Immovable Properties (aka., Department of Property Tax).

**Norton University** (2000 – 2002): Coordinator for Planning, Research and Development (2000-2001); and Deputy Director for Research and Development (2001-2002).

**Eastern Petroleum Cambodia Co., Ltd** (2001): Business Development Executive.

**Holiday International Hotel** (1993 – 1996): Front-office staff (receptionist and telephone operator).

## **EDUCATION BACKGROUND**

2004 – 2006: Master of Business Administration (MBA), Charles Sturt University, Australia

2003 – 2004: Master in Management (uncompleted), Royal University of Law and Economics (RULE) under a synergy academic consortium

1997 – 2000: Pursuance of master's degree in economics (Maitrise or DEA) (uncompleted), Université Lumière Lyon 2, France under French Government's elite scholarship

1996 – 1997: Bachelor of Business Administration (BBA), RULE, Cambodia, in cooperation with Asian Institute of Technology (AIT), Thailand

1993 – 1996: Diplome de Baccalauréat en Sciences Économiques, RULE, Cambodia

1992 – 1993: Foundation Year, Institute of Economics (currently NUM), Cambodia

## **TRAINING** (Selected)

6-8 June 2023 Heads of Competition Agencies Meeting as panelist, and Enforcement Priority Setting Workshop as speaker, Brisbane, Australia.

25-27 Nov 2022: Short Term Awards in "Executive Skills for Inclusive Development", organized by Australia Awards and Square Circle.

23 April – 8 May 2021 Digital Regional Training Program on "Executive Skills for Inclusive Development" via Zoom, by Australia Awards and Square Circle Global Development.

7-10 Oct 2019: "Good Regulatory Awareness Week", co-hosted by the Asian Productivity Organization (APO) and the Malaysian Productivity Corporation (MPC), Putrajaya, Malaysia.

26-30 Mar 2018: "Public Policy: Good Governance, Strategic Planning, and Human Resources for Public Sector", conducted by Center for Leadership Professional Development of the American University of Phnom Penh.

19–26 Aug 2015: Training Workshop on "Multidimensional Poverty Analysis: Poverty Analysis Beyond MDGs 2015 in line with the Sustainable Development Goals (SDGs) Agenda" at Asian Development Bank Headquarters, Manila, Philippines.

2009 – 2010: "SIDA-WIPO International Training and Advisory Program on Intellectual Property Rights in the Global Economy for LDCs" in Stockholm, Sweden and Lusaka, Zambia.

30 Jun-11 Jul 2008: "Training on Advanced Poverty Analysis & Panel Data Analysis", organized by The World Bank

13–16 Feb 2006: "Training of Trainers on Entrepreneurship Education for Cambodia", organized by Association for Overseas Technical Scholarship - Japan in cooperation with National University of Management (NUM).

11–15 Oct 2005: "Business Edge's Training of Trainers workshop", organized by MPDF-IFC (Certified Business Edge Trainer).

15–16 Sep 2005: "Training of Trainers on Trade Support Institutions (BDS) and SME Diagnostic Training: Selecting the right key to SME competitiveness and trade promotion", organized by ITC UNCTAD/WTO, Ministry of Commerce, and NUM.

22-26 Aug 2005: "Training of Trainers Workshop on Small Business Associations", organized by ILO/ISED/IEP and Ministry of Industry, Mines, and Energy.

## LANGUAGES

Cambodian: Native  
English: Fluent (read-write-speak)  
French: Good (read-write-speak, 3-year study in France)

## ICT SKILLS

MS Windows, MS Office (Word, Excel, PowerPoint & LCD projector, Project, Access), Online research and communication, Groupware (Lotus Notes) & other applications (Zoom, Microsoft Teams, Facebook and Telegram Group/Channel, Skype, WhatsApp, ...)

## MEMBERSHIP OF PROFESSIONAL/THINK TANK ORGANIZATIONS

- Jun 2023 – present: **Supreme Senior Adviser to Association of Khmer-International Investors (AKII).**
- July 2022 – present: **Independent Member (Economic Expert) of Cambodia Competition Commission (CCC).**
- Dec 2008 – Jan 2021: **Member of the Economic, Social and Cultural Council (ECOSOCC)** of the Office of the Council of Ministers (OCM), rank: Secretary of State (2018-2021), rank: Under Secretary of State (2008-2018). **Main duties** include: a) reviewed the draft laws and regulations, and public policies on non-bank financial institutions and authority, e-commerce, commercial contract, competition, commercial gaming; b) monthly economic situation analysis; c) conducted research on the situation of microfinance's interest rates in Cambodia, and study on development partner situation in Cambodia.
- Since 2003: **Founding member of the Cambodian Economic Association (CEA).** **Main contributions** include: served as board member and contributed to economic analysis on the roles of independent economists in government policy formulation (VoA radio live interview).

## REFERENCES:

1. **Dr. Ung Vannthoeun**, Vice Rector of Norton University, Tel/Telegram: 012 949 686, E-mail: vannthoeun@gmail.com
2. **HE. Dr. Pich Phirum**, Member of Economic, Social and Cultural Council (ECOSOCC) of the Office of the Council of Ministers (OCM). Tel/Telgram: 092 96 96 62.
3. **Dr. Chring Hay**, Dean of Faculty of Economics and Information (Royal University of Law and Economics, RULE), Tel/Telegram: 012 52 55 58.