

# SOUS Sinoun, LL.M.

SENIOR ASSOCIATE

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## Background of Education

- / 2011 – 2013 : LL.M, Master of of Laws degree, specialization in Private Law Royal University of Law and Economics, Phnom Penh Cambodia
- / 2009 – 2010 : LL.M, Master of Laws degree, specializing in International Law and Comparative Law, delivered in conjunction with the University of Nice Sophia Antipolis, France
- / 2005 – 2009 : Bachelor of Private Law, as recipient of a scholarship award in year 4 specializing in International Law, delivered in conjunction with Lumière University Lyon2, France and Royal University of Law and Economics, Phnom Penh Cambodia

## Other Training

- / Training Courses on Commercial Arbitration Skills and Commercial Laws for Initial Commercial Arbitrators, organized by National Center Arbitration Commercial Cambodia, Jan. 2019 – Mar. 2021
- / Training at Bar Association of Kingdom of Cambodia for training lawyer. The training is about (1) Civil Code, (2) Civil Code Procedure, (3) Criminal Code and (4) Criminal Code Procedure, Mar-Jul. 2019
- / Training on Procedural Safeguards against Human Trafficking and Exploitation by the Bar Association of Kingdom of Cambodia, 2017
- / Training on Human Resource Planning and Job Evaluation by Cambodia Federation of Employers and Business Associations, 2017

- / Certificate of completed the intensive training on Labor Contract Development and Enforcement by Cambodia Federation of Employers and Business Associations, 2016
- / Professional Issues in Arbitration by various legal experts including legal advisors, lawyers, arbitrators, mediators from various countries such as, Canada, Australia and United States, organized by Arbitration Council Foundation, 2014
- / Certificate of Appreciation for contribution to Doing Business: Smarter Regulation for Small and Medium-Size Enterprise, The World Bank and International Finance Corporation (IFC), 2012
- / Legal training session on labor law and award drafting by various legal experts including legal advisors, lawyers, arbitrators, mediators from various countries such as France, Canada, Australia and United States, organized by Arbitration Council Foundation, 2013
- / Differential Social Inequalities Course, In Hanoi and Tam Dao (Vietnam), a course delivered by the Academy of Social Sciences of Vietnam (ASSV), the French Agency for Development (AFD), the Institute for Development Research (IRD), the French School of the Far East, and the University of Nantes and the Francophone University Association (AUF), 2011

## Professional Membership and Qualifications

- / 2017 – Present : Attorney-at-law, Bar Association of the Kingdom of Cambodia
- / 2021 – Present : Commercial Arbitrator, National Commercial Arbitration Center of Cambodia (NCAC)

## Current Position

- / 2018 – Present : Senior Associate, Bun & Associates

### Main Responsibilities

- Head of the Labor and Employment Practice Group of the firm;
- Advising all labor law compliance matters, immigration issue, and employment & labor dispute, including assists clients with labor law due diligence, M&A transactions, legal opinion,

- reviewing Human Resource policy or other relevant policies,
- reviewing employment contract, transfer of employee,
- negotiation with trade union;
- Advising to clients regarding court processes including litigation, domestic arbitration and foreign international arbitration;
- Advising on labor litigation matters in Cambodia and represent the client at court of Cambodia;
- Preparing the plan/goal and implementation of the plan/goal for each year for the Labor and Employment Practice Group; and
- Keeping the team informed and up-to-date of laws, regulations, economics and legal news.

## Employment Record

/ 2014 – 2018 : Legal Adviser, DFDL/Sarin & Associates, Cambodia

### Main Responsibilities

- Areas of practice include cooperate and commercial, dispute resolution, and labor practice;
- Advising all labor law compliance matters, immigration issue, and employment & labor dispute, including assists clients with labor law due diligence, M&A transactions, legal opinion, reviewing Human Resource policy or other relevant policies, reviewing employment contract, transfer of employee, negotiation with trade union;
- Great deal of experience in managing clients/companies registration with the relevant ministries (i.e. the Ministry of Labor and Vocational Training and the National Social Security);
- Advising immigration issues and assist the client to apply visa Department of Immigration and its relevant ministries;

- Corporate advisory, including legal opinion on Cambodian Law and procedural; and
- Advising on litigation matters and arbitration dispute (i.e. the Arbitration Council and the relevant ministries).

/ 2018 – 2019 : Training Attorney-at-Law with Khmer Law Firm

Main Responsibilities

- Advising legal and strategic advice through all stages of the dispute, including any negotiations or matter before the courts; and
- Attending court procedures for assigned cases (from the Bar Association of Kingdom of Cambodia) and submitting statement to the courts.

/ 2011 – 2014 : Legal Officer, Arbitration Council Foundation (ACF)

Main Responsibilities

- Providing direct arbitration services to Arbitrators in labor dispute cases, including conducting legal research and analysis, drafting legal memoranda and performing assessments and recommendations regarding substantive and procedural issues;
- Attending initial meetings with Arbitrators to discuss cases;
- Working with Arbitration Services Department to prepare arbitration notes on the cases;
- Attending arbitration hearings;
- Conducting post-hearing conferences with Arbitrators;
- Assisting Arbitrators in their drafting of Arbitral Awards;
- Providing feedback to Arbitrators in labor dispute cases and on areas of potential improvement;
- Coordinating with officials of the Secretariat of Arbitration Council in their provision of clerical and administrative support to the AC;

- Updating the Arbitration Services Department and the Executive Director of the Arbitration Council Foundation on the progress of the labor dispute cases, as appropriate;
- Assisting on Training of Labor Dispute Resolution among Arbitrators, Officials of Secretariat of Arbitration Council and Stakeholders;
- Preparing publication and other materials, system and tools as needed in support of Arbitration Council;
- Conducting training on labor dispute resolution and development of legal skills;
- Identifying training and continuing legal education which regards to the labor law, labor dispute resolution process, legal and/or technical skills;
- Assisting in the preparation of quarterly and monthly reports under the direction of the Director of the LSD; and
- Conducting follow-up on Arbitral Award implementation.

/ May 2011– Sep.2011 : Part-time Assistant Human Resource Manager at Phare Ponlen Selpak Organization (PPS), Battambang Province

/ Sep. 2010 – Mar 2011 : Legal Assistant Lawyer in the Extraordinary Chambers in the Courts of Cambodia (ECCC)

Dec. 2009 – Jul. 2010 : Intern Judge's Associate at the Court of Appeal, Phnom Penh

## Languages

/ Khmer, English and French