



DIN SIDEN

Attorney-at-law | Arbitration & International Dispute Resolution
Phnom Penh, Cambodia

Tel: (+855) 010 772 693 | Email: Siden.din@din-co.com / siden.din@gmail.com

Nationality: Cambodian

Languages: Khmer
(native), English (fluent)

PROFESSIONAL SUMMARY

Attorney-at-law and dispute resolution professional specializing in arbitration, and regional legal cooperation. Former Secretary General of the National Commercial Arbitration Centre (NCAC) (2019-2022), supporting case administration, scrutinizing draft arbitral awards, and contributing to reforms of arbitration and mediation rules. Director of the National University of Management (NUM) International Program of Legal Studies (iLAW) and Lecturer in International Arbitration Law, leading practical dispute resolution training and international advocacy programs. Legal Expert at the Legal Reform Committee, Office of the Council of Ministers.

KEY HIGHLIGHTS RELEVANT TO ASEAN DISPUTE RESOLUTION

- Institutional dispute resolution leadership: former Secretary General of Cambodia's National Commercial Arbitration Centre (NCAC) (2019-2022).
- Rule-making and ethics: contributed to drafting/amending NCAC Arbitration Rules, Mediation Rules, codes of conduct, and remote hearing guidance.
- ASEAN regional engagement: speaker in Hong Kong, Malaysia, and Vietnam on dispute resolution mechanisms and the ASEAN regional dispute resolution landscape.
- Capacity building: coached students in 90+ moot court competitions and led Cambodian teams to first-time international awards; organized 50+ ADR/skills events.
- Government and professional institutions: Advisor (rank of Director General) at the Ministry of Commerce; Deputy Secretary-General and Spokesperson of the Bar Association of the Kingdom of Cambodia.

CORE EXPERTISE

- ASEAN and regional dispute resolution mechanisms (policy, practice, and capacity building)
- Commercial arbitration and mediation (institutional rules, ethics, case administration)
- Legal and policy drafting (rules, codes of conduct, strategies, action plans)
- International cooperation and stakeholder engagement (government, bar association, academia, practitioners)
- Public communication and spokesperson functions

CURRENT POSITIONS

- Attorney-at-law, Tola & Phyrum Law Office (Aug 2024 - Present)
- Deputy Secretary-General and Spokesperson, Bar Association of the Kingdom of Cambodia (Oct 2023 – Dec 2024)
- Advisor (rank of Director General), Ministry of Commerce, Royal Government of Cambodia (Aug 2023 - Present)
- Legal Expert, General Secretariat of the Legal Reform Committee (Apr 2025 - Present)
- Director, NUM International Program of Legal Studies (iLAW) & Lecturer, National University of Management (May 2018 - Present)

PROFESSIONAL EXPERIENCE (SELECTED)

Legal Expert - General Secretariat of the Legal Reform Committee

Apr 2025 - Present

- Develop policy and plan for legal reform program.
- Draft speeches, reports, official letters, and concept notes; support strategic planning.
- Review regulations and support preparation/defense of budget plans; coordinate tasks across departments.
- Handle public communication and institutional operations set-up.

Advisor (rank of Director General) - Ministry of Commerce, Royal Government of Cambodia

Aug 2023 - Present

- Prepare legal research reports and draft proposals, including work related to the Law on the Chambers of Commerce.
- Support development of draft laws and regulatory proposals as delegated by senior leadership.

Deputy Secretary-General and Spokesperson - Bar Association of the Kingdom of Cambodia

Oct 2023 - Present

- Contributed to the drafting of the Young Lawyers Policy for The Bar Association of the Kingdom of Cambodia.
- Contributed to the drafting of the book: Delivering Legal Aid to the Poor and Vulnerable People by The Bar Association of the Kingdom of Cambodia.
- Contributed to the drafting of the report titled Ly Chantola: Four Years of Journey to Promote the Excellence and Prestige of the Legal Profession.
- Contributed to the organization of the International Conference on Legal Aid and the International Badminton Tournament.

Attorney-at-law - Tola & Phyrum Law Office

Aug 2024 - Present

- Draft and review commercial agreements (technology/services, partnerships, joint ventures, employment, lease, loan, and real-estate).
- Support clients on contract risk management, negotiation, and compliance.
- Represent clients in civil and criminal matters.

Director, NUM International Program of Legal Studies (iLAW) - National University of Management

May 2018 - Present

- Established and leads an English-language international law program (curriculum design, team building, quality assurance).
- Initiated the NUM Moot Court Competition and expanded practical advocacy/ADR training.
- Build cooperation and communication with academic and professional stakeholders.

Lecturer and Coach (International Moot Court Programs) - National University of Management

May 2017 - Present

- Teach English-taught courses including International Arbitration Law, Corporate Law, and legal research/writing.
- Coach students in arbitration and public international law competitions; supported participation in Malaysia, Hong Kong, Germany, Austria, UK and USA.

Secretary General - National Commercial Arbitration Centre (NCAC)

Oct 2019 - Apr 2022

- Managed institutional operations and supported arbitration case administration.
- Reviewed draft arbitral awards and supported quality assurance of arbitration services.
- Contributed to drafting/reform of NCAC rules (arbitration, mediation, ethics, remote hearing guidance) and to institutional planning documents.

SELECTED RULE-MAKING AND DRAFTING CONTRIBUTIONS

- NCAC Arbitration Rules; NCAC Internal Rules; NCAC Code of Conduct; NCAC Mediation Rules; Code of Conduct for Mediators; NCAC Remote Hearing Guide.
- NCAC institutional documents: three-year strategic plan; annual action plan; annual budgeting plan; annual report.
- Bar Association: Young Lawyers Policy; contributions to legal aid publications and reports.
- Legal Reform Committee: contributions to action-planning and strategic framework documents for legal reform.

SELECTED SPEAKING AND REGIONAL ENGAGEMENTS

- Speaker - Dispute Resolution Mechanism and Landscape in the ASEAN Region (Malaysia, Jul 2024).
- Speaker - Construction and ADR Landscape in Cambodia (Vietnam, Apr 2024).
- Speaker - Construction Claims & ADR Conference Marathon (Kuala Lumpur, May 2024).
- Panelist - Revisiting Legal Aid in International Arbitration and Cross-Border Dispute Resolution (Cambodia, May 2024).
- Panelist - The Role of Young Arbitration Groups in Asia and Internationally (Hong Kong, Mar 2023).

EDUCATION AND PROFESSIONAL TRAINING

- **Royal University of Law and Economics (RULE)** - Bachelor of Law (English-based program) (Oct 2012 - Jul 2017)
- **National Commercial Arbitration Centre (NCAC)** - Commercial Arbitration Skills Training Course; qualification as a Commercial Arbitrator (Jan 2022 - Feb 2023)
- **Center for Training of the Legal Profession (CTLP)** - Lawyer's Professional Skills Training Course (17th Intake)

AWARDS AND RECOGNITION

- Honourable Mention - Best Claimant Memorial, Willem C. Vis East International Commercial Arbitration Moot (Hong Kong).
- Certificate of Appreciation for expert contribution to BUSINESS READY 2025, World Bank Group (2025).
- Special Reward for extraordinary honesty behaviour to prevent fraud, TotalEnergies Cambodia (Nov 2014).