



## MATSUBARA SADAO

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**POSITION** Senior Consultant  
**LOCATION** Phnom Penh, Cambodia  
**NATIONALITY** Japanese  
**LANGUAGES** Japanese, English, and Khmer

### SUMMARY OF EXPERIENCE

Mr. Matsubara worked as a public prosecutor of Japan from 1996 to 2014. He was also a professor of the International Cooperation Department, Research and Training Institute, Justice Ministry of Japan from 2010 to 2012.

Subsequently, he was dispatched to the Justice Ministry of Cambodia by the Japanese government and worked as a Chief Legal Advisor for JICA (Japan International Cooperation Agency) Legal & Judicial Development Project in Cambodia from Sep 2012 to Sep 2014. The project aimed to disseminate the Civil Code (CC), Code of Civil Procedure (CCP) and other relevant laws which were drafted with help from the Japanese government. Through these activities, he gained comprehensive knowledge of CC, CCP and relevant laws of Cambodia.

He joined HBS at the beginning of 2015 and has been working across a broad array of practice areas such as Banking, Real Estate, M&A, Labor. He is especially specialized in the Civil Code and the Code of Civil procedure of Cambodia.

**PRACTICE GROUP(S)** Head of the Japan Desk Practice Group

### MEMBERSHIP(S)

### PROFESSIONAL EXPERIENCE

HBS LAW  
2015-2023, 2025-PRESENT  
CHIEF LEGAL ADVISOR at JICA (JAPAN INTERNATIONAL COOPERATION AGENCY)  
LEGAL & JUDICIAL DEVELOPMENT PROJECT IN CAMBODIA  
2012-2014  
PUBLIC PROSECUTOR in JAPAN  
1996-2014  
PROFESSOR at INTERNATIONAL COOPERATION DEPARTMENT, RESEARCH AND  
TRAINING INSTITUTE, JUSTICE MINISTRY OF JAPAN  
2010-2012

### QUALIFICATIONS

Passed the National Bar Examination of Japan, 1993  
Completed the Legal Training Program of the Supreme Court of Japan, 1996

### HOBBIES

Reading books and traveling