



# Ratana Samnang

ratana@hbslaw.asia

+855 (0) 85 555 777 / 16 555 777

**POSITION**

Associate

**LOCATION**

Phnom Penh, Cambodia

**NATIONALITY**

Cambodian

**LANGUAGES**

Khmer and English

**SUMMARY OF EXPERIENCE**

Ratana earned an LL.M. specializing in Labour and Employment Law from Nagoya University, Japan, under the Japanese Government (MEXT) Scholarship Program. In 2026, he joined HBS LAW and became a member of Labour, Corporate & Commercial Practice Group.

**PRACTICE GROUP(S)**

Corporate & Commercial  
Labour

**MEMBERSHIP(S)**

Nagoya University Alumni in Cambodia (NUAC)

**PROFESSIONAL EXPERIENCE****Associate at HBS LAW**

February 2026-Present

- Conducting legal research and analysis
- Drafting legal documents
- Engaging and providing legal advice to clients
- Regulatory filing and government liaison

**Senior Project Officer at CARE Cambodia**

November 2021-April 2022

- Liaising with key stakeholders, including factory management and worker representatives
- Handling logistical arrangements and coordinating with participants for training preparation and delivery
- Delivering trainings and organizing awareness-raising events
- Conducting research and translating documents between Khmer and English
- Assisting in-house specialists to review, revise, and update training modules and materials to ensure effective training delivery
- Providing technical support to garment factories on integrating sexual harassment prevention provisions into internal work rules
- Preparing reports and conducting monitoring, evaluation, accountability, and learning (MEAL) reflections

**Project Coordinator at Asia Floor Wage Alliance**

November 2019-December 2020

- Overseeing full project lifecycle
- Providing opinions and assist workers in relation to labor dispute resolution

- Keeping abreast of legal and regulatory instruments issued by relevant ministries to monitor compliance and promote best practices in the garment, textile, and footwear sector
- Conducting legal research on business, labor, and human rights laws and policies
- Collaborating with partner organizations to design and deliver trainings for garment workers
- Translating documents and providing interpretation during meetings between Khmer and English
- Conducting fieldwork, including surveys, data collection, data entry, and reporting

### **Khmer and English Tutor at Chaktomuk Tutoring Service**

January-December 2019

- Preparing lesson plans and instructional materials
- Teaching English from beginner to advanced levels in both one-on-one and group settings
- Teaching beginner-level Khmer to groups of foreign students
- Monitoring student behavior and assigning quizzes and homework
- Grading, reviewing, and correcting quizzes and homework
- Conducting student evaluations and participating in parent–teacher meetings

### **Intern at Mekong Notary Public**

July-October 2018

- Compiling laws and regulations
- Conducting legal research and preparing legal memos
- Viewing, and translating contracts from Khmer to English or vice versa

## **QUALIFICATIONS**

Master of Laws (Comparative Law), Nagoya University, Japan, 2025

Bachelor of Laws, University of Cambodia, 2018

## **HOBBIES**

Travel, sports, and cooking