



Vandeth Nguon

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POSITION Senior Tax Manager
LOCATION Phnom Penh, Cambodia
NATIONALITY Cambodian
LANGUAGES Khmer and English

SUMMARY OF EXPERIENCE

Vandeth is an experienced tax advisor with extensive expertise in tax compliance, corporate tax strategy, and international tax planning, having worked at Deloitte and PwC. He advises clients in relation to all aspects of tax operations, including transfer pricing, indirect taxation, and audit management, to optimise tax efficiency and mitigate risks.

As a strategic thinker, Vandeth has a proven track record of aligning tax solutions with business objectives while ensuring compliance with local and international regulations. He skillfully navigates complex tax landscapes and facilitates clear communication between clients and the tax authorities.

Recognised for his sharp analytical skills, problem-solving abilities, and collaborative leadership approach, he combines technical tax knowledge with a deep understanding of Cambodia's regulatory environment. Fluent in both English and Khmer, Vandeth can engage effectively in cross-border and local contexts.

PRACTICE GROUP(S)

Tax & Customs

MEMBERSHIP(S)

Member of Private Sector Tax Working Group (TWG)
Member of EuroCham Tax Committee
Member of AmCham Tax Committee
Australia Award Alumni
Melbourne Law School Alumni
Member of the Australian Alumni Association of Cambodia

PROFESSIONAL EXPERIENCE

HBS Law - Senior Tax Manager
June 2025 - Present

As a Senior Tax Manager, I lead and am responsible for the development of HBS Law's tax advisory and compliance services, driving strategic tax planning, mitigating risks, and fostering strong client relationships.

Key Responsibilities:

- **Tax Advisory & Strategy:** Provide advanced tax planning and advice, specialising in Cambodian tax legislation and complex international tax matters, including transfer pricing and M&A tax considerations.
- **Compliance & Risk Management:** Oversee compliance with Cambodian tax laws, ensuring accurate and timely filings, while proactively identifying and mitigating tax risks for clients in response to regulatory changes.

- **Client Relationship Management:** Cultivate and maintain robust relationships with key clients, delivering tailored tax solutions and acting as the primary advisor for high-profile engagements.
- **Team Leadership & Development:** Lead and mentor a team of tax professionals, fostering a culture of excellence and ensuring continuous professional development through targeted training and coaching.
- **Business Development:** Contribute to the growth of the tax practice through thought leadership, including authoring articles, providing legal insights, drafting legal updates, and participating as a subject matter expert in industry seminars.
- **Research & Analysis:** Conduct in-depth study and analysis of Cambodian and international tax laws, informing strategic tax planning and ensuring up-to-date advice.

REACHS & Partners Co., Ltd. - Business Development Manager & Head of Secretariat

Feb 2024 to May 2025

International Tax Policy & Advisory Leadership

- Served as the primary liaison between taxpayers, government authorities, and industry stakeholders to enhance tax compliance, policy transparency, and regulatory alignment with international standards (e.g., OECD, ASEAN).
- Assisted the Tax Working Group (TWG), coordinating high-level discussions, drafted policy recommendations, and presented actionable insights to tax authorities to drive reform.
- Conducted in-depth reviews of draft tax regulations, assessed impacts on businesses and advocated for balanced, investment-friendly policies.
- Researched and analysed international tax treaties, transfer pricing guidelines, and cross-border tax trends to advise client on compliance and optimisation strategies.

Business Development & Strategic Growth

- Developed and executed initiatives to expand service offerings, improve client acquisition, and strengthen retention through data-driven tax and business advisory solutions.
- Collaborated with marketing teams to produce technical tax content (e.g., social media tax briefs, client alerts), positioned the firm as a thought leader in Cambodian and international tax.
- Designed and delivered training programs on transfer pricing, tax treaties, and corporate tax strategy to internal teams and external partners, enhancing technical proficiency.

Operational Excellence & Compliance Management

- Oversaw tax compliance, entity registrations, and bookkeeping for assigned clients, ensuring adherence to Cambodian and international reporting standards and regulations.
- Streamlined internal workflows by optimising tax software implementation, improving team efficiency, and ensuring accurate documentation for audits and filings.
- Mentored junior staff on technical tax matters, fostering a culture of continuous learning and professional development.

Fine Flooring (Cambodia) Co., Ltd. - Tax Manager (Short-term contract)

August 2021 to April 2022

- Managed tax compliance, including annual and monthly tax returns, ensuring timely and accurate filings and approving tax payments, and meeting all tax reporting deadlines.
- Evaluated and improved tax procedures to ensure compliance with tax laws and regulations, streamlining internal processes as necessary.
- Provided expert tax advice and opinions on the tax implications of various transactions, including cross-border activities, corporate projects, and legislative proposals.
- Conducted contract reviews to determine proper tax treatment, recommending revisions to minimise tax compliance costs.
- Developed and implemented tax policies and guidelines to optimise tax management.
- Gathered and maintained tax data records following company policies and local regulatory requirements.
- Strategically planned and structured tax-efficient business strategies and transaction schemes, minimising tax risk and exposure.
- Identified tax savings opportunities and supported business initiatives through thorough tax reviews and analyses.
- Assessed risks and opportunities for tax optimisation in corporate structures, transactions, trade agreements, and incentives/tax credits.
- Formulated tax planning schemes to reduce operating expenses and regularly updated knowledge of local tax issues.
- Managed applications for business permits, registrations, and compliance requirements with local authorities, including the Council for the Development of Cambodia and the General Department of Taxation.
- Cultivated positive relationships with local tax authorities, emphasising transparency, trust, and respect.
- Fostered collaboration and effective communication among the finance team and staff in other departments.
- Served as the primary company contact during tax audits conducted by the General Department of Taxation, including limited, Value-Added Tax refund., and comprehensive tax audits, leading or coordinating the audit process.
- Conducted regular external audits to ensure compliance with statutory financial reporting requirements.
- Maintained strong liaison with both internal and external stakeholders in alignment with company policies.

Fii & Associates Co., Ltd. – Tax Manager

March 2020 to April 2021

- Demonstrated leadership by collaborating with a dynamic team to ensure client compliance with Cambodia's tax laws and regulations.
- Provided specialized services to clients, focusing on effective management of tax costs and obligations, particularly in relation to cross-border tax matters.
- Offered strategic advice to clients on investment structuring, merger and acquisition activities, transfer pricing, tax planning, and overall tax compliance.
- Managed and led teams, guiding clients through tax audits and facilitating successful tax dispute resolutions, including limited and comprehensive audits conducted by the General Department of Taxation.

- Established effective collaborations with client executives, government officials, and financial professionals to achieve project goals and deliver exceptional client service.
- Proactively addressed tax issues and sought clarification from the General Department of Taxation through active participation in Tax Working Group (TWG) meetings.
- Played a key role in talent acquisition, assembling and developing a high-performing team dedicated to delivering top-quality and efficient services.
- Collaborated with RSM Vietnam to lead Transfer Pricing (TP) documentation projects, ensuring local companies' strict compliance with local TP requirements while mitigating associated risks.

Cambrew Ltd. (Carlsberg Cambodia) – Assistant Tax Manager

October 2019 to March 2020

- Delivered a full range of tax services in compliance with laws and regulations within prescribed time frames.
- Directed tax planning and proposed tax risk mitigation and cost-saving opportunities to the top management team.
- Conducted assessments of policies, contracts, and agreements to mitigate against tax-related risks.
- Controlled tax provision, accrual, and compliance processes.
- Examined monthly and annual tax paperwork and ensured accurate and timely tax payments.
- Cooperated with tax agents on tax audit processes by analysing and contributing prescribed documents to the tax auditor and officials.
- Operated as a tax advisor by contributing tax advice to all departments and ensuring the company's compliance with Cambodia's tax laws and regulations.

Deloitte Cambodia – Deputy Tax Manager

December 2017 to August 2019

- Provided comprehensive tax services to clients in compliance with laws and regulations within specified timeframes.
- Conducted tax planning and proposed strategies to top management for consideration, including tax risk mitigation and tax cost-saving opportunities.
- Reviewed policies, contracts, and agreements to identify and mitigate against tax risks.
- Controlled tax provision, accrual, and compliance processes.
- Reviewed monthly and annual tax paperwork to ensure accurate and timely tax payments.
- Collaborated with many clients on tax audit processes by reviewing and providing required documents to tax auditors and tax officials.
- Acted as a tax advisor by providing tax advice to all departments and ensuring compliance with all Cambodian tax laws and regulations.
- Advised multinational enterprises on inter-group pricing and transactions to ensure compliance with transfer pricing regulations and minimise tax liabilities.
- Guided multinational enterprises on transfer pricing matters, including developing and implementing inter-company pricing policies and ensuring they met the arm's length standard.
- Partnered with multinational enterprises to design and implement transfer pricing strategies aligned with business goals while minimising risk.

- Drafted transfer pricing documentation for multinational enterprises to facilitate inter-group transactions and managed the compliance process with local tax authorities.
- Conducted economic analyses and benchmarking studies to ascertain transfer pricing for multinational enterprises.
- Advised on the implications of transfer pricing policies for merger and acquisition transactions and assisted with due diligence reviews.
- Cooperated with tax authorities to resolve transfer pricing disputes for multinational enterprises.

PwC Cambodia – Senior Tax Consultant

August 2014 to December 2017

- Drafted tax advice for various industries such as spirits, airlines, construction, manufacturing, trading, logistics, and other service providers.
- Performed tax health check and tax compliance review and drafted a report to highlight issues and estimate tax liability, if any.
- Conducted tax and legal due diligence and advised on deals for various mergers and acquisitions.
- Prepared and reviewed monthly tax compliance (including VAT, withholding tax, prepayment of corporate income tax, specific tax, tax on salary, tax on fringe benefits, and public lighting tax) for clients in various industries such as airline, manufacturing, trading, and service provider companies
- Prepared and reviewed annual Corporate Income Tax compliance of clients in various industries such as logistics, airline, construction, manufacturing, trading and other service provider companies.
- Represented clients during tax audits conducted by the Tax Department.
- Supervised company secretarial services such as annual declaration of commercial enterprises, board of directors' resolutions, minutes of meeting, and other legal documents to comply with the Law on Commercial Enterprises.
- Supervised the process of registration of a new company or registration of changes (e.g. shareholders, directors, company's address, Memorandum and Articles of Association) with the Ministry of Commerce and the Tax Department.
- Supervised the process of registration of the company, employees, work permits of foreign employees, and quota applications with the Ministry of Labour.
- Executed tax training to clients and internal staff (tax consultants).
- Maintained contact and developed the relationships between PwC Cambodia and various tax officers and tax auditors of the Tax Department.
- Administered and examined the work of consultants and evaluated the performance of junior staff in charge.
- Allocated and coordinated professional responsibilities to and with other professional staff (consultants) within the firm.
- Supported the World Bank on the "Doing Business Report: equal opportunity for all" from 2016 to 2017.

QUALIFICATIONS

U.S. Federal Taxation, University of Illinois Urbana-Champaign, US, 2024 to Present
Master of International Tax, The University of Melbourne, Australia, 2023
Australian Legal Process and Legal Institutions, The University of Melbourne, Australia, 2022
Certificate of Completion - Cambodia Tax Agent, General Department of Taxation, Cambodia, 2019
Rethinking International Tax Law, University of Leiden, Netherlands, 2017
Diploma of Cambodia Tax, CamEd Business School, Cambodia, 2016
Diploma of Cambodia Business Law, CamEd Business School, Cambodia, 2016
Bachelor of Arts and Language, Major in English Literature, University of Puthisastra, Cambodia, 2015
Bachelor of Economics and Management, Major in Banking and Finance, Royal University of Law and Economics, Cambodia, 2014

HOBBIES

I have a strong interest in well-being, finding balance through yoga, meditation, and regular gym workouts. Beyond that, I love to explore the world through travel and hiking, connect with nature through gardening, and unwind with reading or Netflix.