

## **SUMMARY OF QUALIFICATIONS**

- Over nine years experience in private sector development, particularly with projects following the “Making Market Works for the Poor (M4P)” approach;
- Over five years experience lecturing on management related courses at university;
- Specialist in results measurement and market development analysis;
- Extensive experience in public speaking and publication;
- Advance degree in public and business management;
- Fluency in Khmer, English, French and Thai

## **PROFESSIONAL EXPERIENCE**

Mar 2020 – Present: **Digital Technology Coordinator**, SAAMBAT Project, Techo Startup Center, Ministry of Economy and Finance, Cambodia

Jun 2019 – Mar 2020: **Senior Researcher** at Techo Startup Center, Ministry of Economy and Finance, Cambodia

Sep 2017 – Feb 2019: **Quality and Inclusion Advisor** of MDF in Papua New Guinea

- Lead the implementation of Result Measurement (RM) system following the DCED Standard
- Ensure the WEE framework integrated in the implementation
- Manage research design, data collections and analysis
- Support Country Director and Market Development Advisor in strategy and partnership design to ensure effective implementation
- Provide on-going capacity development to the technical team of the RM system and WEE framework

Jun – Sep 2018: **Acting Country Director** of MDF in Papua New Guinea

- Lead the country team and ensure in-country operation running smoothly
- Coordinate and make good liaison with DFAT, partners and other stakeholders

Feb 2016 – Aug 2017: **M&E Advisor Consultant** of CAVACII

- Update the M&E Manual

- Involve in large surveys design and data collections
- Technical backstopping to M&E Manager
- Review and verify the assumptions of the impacts expected in Phase 1
- Prepare plan for internal pre-audit review
- Support preparation for annual review and mid-term review
- Provide M&E training support to new staff as require
- Support M&E Manager to develop and manage result aggregation database

Nov 2016 – Mar 2017: **Evaluator Consultant** of Employment Impact of the Cambodia Rice Sector Support Project (RSSP) of ILO & IFC

- Finalize a detailed evaluation methodology
- Propose sampling strategies
- Develop draft research instrument(s)
- Translate the instruments from English into the local language (Khmer)
- Train enumerators and pilot instruments pre-use
- Implement the research instruments
- Provide weekly narrative progress reports (one pagers)
- Provide the IFC with a cleaned database of quantitative data and summary of qualitative
- Support dissemination of the results, including by preparing a 5-page executive summary, and participating in an in-country workshop to present and discuss the results
- Finalize report including the comments and feedback received during the review process from the IFC, ILO and stakeholders.

Aug - Oct 2016: **National Evaluator Consultant** of Cambodia Export Diversification and Expansion Project I (CEDEPI) of Enhanced Integration Framework (EIF/WTO)

- Undertake the in-depth study and review of the available literature and documents of the projects;
- Facilitate meetings and workshop and develop methodologies and tools that shall be used for data collection and analysis;

- Conduct bilingual translation of required documents and interpretation for an international consultant in all events;
- Facilitate fieldwork and required meetings to collect the data/information in selected stakeholders, beneficiaries and CEDEP I components' target areas;
- Assist the international consultant in discussing the findings with MoC, MIEs, and other stakeholders;
- Prepare an appropriate presentation slide (English and Khmer) for all stakeholders and participants;
- Assist in the facilitation of a required workshop on presentation of the preliminary findings and collection of comments and inputs provided by participants for improving the evaluation report;
- Involve in inception report, draft report, final report, proposed evaluation methods and tools.

Aug 2015-Jan 2016: **Monitoring and Result Measurement Lead** at Private Enterprise Programme Ethiopia (PEPE) funded by Department of International Development (DFID-UK). Responsibilities include:

- Support PEPE team in ensuring a results-oriented approach is achieved throughout the programme.
- Coordinate the measurement, reporting and communication of programme results
- Ensure that regular monitoring information feeds from programme interventions to enable real-time learning and feedback loops.
- Engage with the independent evaluator as required to ensure that PEPE provides the evaluator with all required information.
- Assist the programme toward the compliance requirements of the DCED standards and lead the preparation process of the pre-audit review.
- Manage the MRM team and set the workplan to best manage the MRM activities.
- Revise the MRM handbook and ensure it is fully operational
- Track the VfM indicators in collaboration with operation team and ITAD.

Sep 2011-Aug 2015: **Agriculture Advisor** in charge of M&E at Cambodia Agricultural Value Chain Program (CAVAC) funded by Department of Foreign Affairs and Trade (DFAT, Australian Government), Cambodia. Responsibilities include:

- Designing M&E methods to assess impacts of all the interventions of the program;
- Organizing and conducting small and large surveys particularly farmers' KAP assessments;
- Writing reports and case studies and drawing lesson-learned to steer the future interventions;
- Providing support to develop and review impact logics and monitoring plans;
- Assisting the program toward the compliance requirements of the DCED standards, including full involvement in the audit process;
- Reviewing and updating the M&E manual as necessary;
- Organizing and supporting the Three-Monthly Review discussions;
- Conducting training for newly recruited staff and partner organizations on M&E techniques.

2006-2011 : **Lecturer** at School of Management, Shinawatra International University, Thailand. Responsibilities included:

- Developing teaching materials and planning teaching sessions independently
- Offering courses, including Human Resource Management, Management in Action, Introduction to Business, Business Communication and Ethics, Entrepreneurship, Small and Medium Enterprises Management and etc.

2005-2006 : **Secretary** to the Honorary Consul General of Switzerland, Cambodia

- Assigned to handle the administrative tasks such as report writings, minute meeting drafts, document archives, meeting arrangement, and preparing presentation documents and other related tasks on the daily basis with very limited supervision.

2003-2005 : **Administrative Official** at Department of Information and ASEAN Affairs at Ministry of Education, Youth and Sports, Cambodia

### **CONSULTANCY EXPERIENCE**

Feb – Apr 2015 : **DCED Consultant** to support in Developing ISD for Australia Indonesia Partnership for Promoting Rural Income through Support for Markets in Agriculture (AIP-PRISMA)

1. Remotely:

- Familiarization with AIP-PRISMA results measurement process
- Familiarization with selected sectors and interventions

2. On-site:

- Develop Intervention Steering Document (ISD) together with AIP-PRISMA RMC and/or RMM and co-facilitator
- Finalize ISD and handover

Aug 2014 : **Co-trainer Consultant** on M&E and Market Development for AIP-Prisma Project, funded by DFAT and SDC in Indonesia

- Facilitated group discussions and plenary sessions
- Prepared and delivered sessions on research planning and sampling methodology, tips and pitfalls on review meeting cycle
- Participated in designing and adjusting the training plan with main trainer

Feb – Mar 2014 : **M&E Pre-audit Review Consultant** for Local Market Development (LMD) project, funded by Helvetas-Swiss Inter-cooperation and ICCO, Tajikistan and Kyrgyzstan

- Independently conducted the pre-audit review for LMD project in Tajikistan and Kyrgyzstan
- Reviewed the overall MRM system and capacity to implement against project requirements
- Reviewed different tools, methodologies and guidelines of the project and provided recommendations to increase their efficiency and effectiveness

- Conducted field interviews with staff and implementing local partners of the project
- Identified areas of compliance of LMD project's MRM system with the DCED Standard and made recommendations to align the project to a "reasonable" level of compliance with the DCED Standard
- Organized a workshop on result chain development and intervention projection
- Developed a workplan to address capacity weaknesses with project staff

Dec 2013 : **M&E Pre-audit Review Consultant** for Market Development Facility (MDF) program, funded by DFAT, Fiji

- Co-conducted pre-audit review with lead consultant
- Reviewed the overall MRM system and capacity to implement, against project requirements
- Reviewed different tools, methodologies and guidelines of the project and provided recommendations to increase their efficiency and effectiveness
- Jointly conducted staff interviews to identify the areas of compliance of MDF with DCED Standard and made recommendations

### **ACADEMIC BACKGROUND**

2006-2011: Doctoral Degree in Management Science, School of Management, Shinawatra International University, Thailand

2003 -2005: Dual Master Degree

1. Master of Business Administration (MBA) in "International Public Management" (2<sup>nd</sup> year), Asian Institute of Technology (AIT), Thailand
2. "Master in Management" (1<sup>st</sup> year), Royal University of Law and Economics (RULE), Cambodia

2002-2003 : - 1<sup>st</sup> year of BBA, RULE  
- Diplôme Approfondie de Langue Française (DALF-Complete)

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1998-2002 : - BA in French Language at Royal University of Phnom Penh (RUPP) specialized in tourism and teaching, Cambodia  
- Diplôme d'Etudes de Langue Française (DELFF) 1<sup>st</sup> degree and 2<sup>nd</sup> degree

### **TRAININGS RECEIVED**

May 2015 : Attending Young Entrepreneur Development Program (YEN-D) initiated by the Ministry of Commerce in cooperation with Thammasat Business School, Thailand.

Apr 2014 : Advance training course for DCED consultants by Aly Miehlabrad, Bangkok

Jul 2012 : Training course on "Making market work for the poor" (M4P), organized by The Springfield Centre, Glasgow, UK

Jan 2012 : Training course on "Result measurement for sustainable private sector development" organized by Donor Committee for Enterprise Development (DCED), Bangkok

Apr-Jul 2010 : The JAIME Diploma of East-West Knowledge Leaders Program with First Place of the Model for Innovation Award, USA and Japan

Apr-Jun 2007 : Participant at International Association of Traffic and Safety Sciences (IATSS), Japan

Mar-Apr 2004 : Short course in 'Integration of ICT in teaching languages', Malaysia

### **OTHER SKILLS**

Computers : MS Word, MS Excel, MS PowerPoint, Internet and E-mail, Adobe

### **RESEARCHES AND PUBLICATION**

Doctoral : Thesis entitled "Impacts of Culture on Organizational Learning in Cambodia" written in English

Master : Research study entitled “Concepts of Decentralization Reforms at National and Local Levels: Case of Commune/Sangkat Council as Services Delivery Unit in Cambodia” written in English

Bachelor : Research entitled “Fiscal Reforms in Cambodia” written in French

### **1. CONFERENCES**

- Ty, M. (Mar, 2016), Attending at DCED 3<sup>rd</sup> Global Seminar on Results Measurement, Bangkok.
- Ty, M., & Ypma P. (Mar. 2014) “Integrating M&E System in Management”, Presenting at DCED 2<sup>nd</sup> Global Seminar on Results Measurement, Bangkok.
- Ty, M. (Sep. 2013), Attending at the 2nd Pan Asia-Africa RBM&E Forum, Bangkok.
- Ty, M. (Jan. 2012), Attending at DCED 1<sup>st</sup> Global Seminar on Results Measurement on “Trends and results in Private Sector Development”, Bangkok.
- Ty, M., Walsh, J. & Anurit, P. (Jan. 2011) “Impact of organizational culture on organizational learning in Cambodia”, Proceedings of 4<sup>th</sup> International Colloquium on Business and Management, Bangkok.
- Ty, M., Walsh, J. & Anurit, P. (Jan. 2010) “An empirical assessment of relationship between national culture and learning capabilities in Cambodia”, Proceedings of 3<sup>rd</sup> International Colloquium on Business and Management, Bangkok, 23pp.
- Walsh, J. & Ty, M. (2010) “Working condition of Cambodian migrants in Thailand” Unpublished Proceeding of International Conference on Mobility Patterns of Cambodian and Other Nationals in the South-East Asian Region, 14p.
- Walsh, J. & Ty, M. (2009) "Phnom Penh: Urban Change and Economic Transformation" Unpublished Proceedings of Cambodia in World History Conference, Phnom Penh, 11pp.



- Ty, M. (2008) "Exploring the Cultural Values and Its Implications toward Business Practices in Cambodia Society", Proceedings of International Colloquium on Asian Business, Bangkok, 25pp.
- Ty, M., Walsh, J., & Anurit, P. (2008) "Training and Development in Social Enterprises in Cambodia" Proceedings of 2<sup>nd</sup> International Colloquium on Business and Management, Bangkok, 16pp.
- Ty, M. (2007) "Knowledge Transfer and Non-Governmental Organizations in Cambodia" Proceedings of 2007 4th International Postgraduate Research Colloquium: Harnessing Behavioral Science to Promote the Quality of Life, Bangkok, 14pp.
- Southiseng, N., Ty, M., Walsh, J., & Anurit, P. (2007) "Development of Excellent Entrepreneurs in Small and Medium Enterprises in Laos and Cambodia" Proceedings of 2<sup>nd</sup> GMSARN International Conference, Thailand, 8pp.

## **2. JOURNAL ARTICLES**

- Ty, M., Walsh, J. C. & Anurit, P. (2010). "An Empirical Assessment of the Relationship between National Culture and Learning Capability in Organizations in Cambodia". *International Business Research*, 3(4). Available at <http://ccsenet.org/journal/index.php/ibr/article/viewFile/6437/5783>
- Ty, M. & Anurit, P. (2009). "Impacts of training and development in social enterprises in Cambodia". *NIDA Development Journal*, 49(2).
- Ty, M., Sov, C., Walsh, J. & Anurit, P. (2009). "A study of women entrepreneur development in small and medium enterprises in Cambodia: Challenges and opportunities" *Journal of Global Management Research* available at: <http://www.gmrjournal.com/FichierPDF/v5n1art1.pdf>
- Southiseng, N., Ty, M., Walsh, J., & Anurit, P. (2008). "Development of Excellent Entrepreneurs in Small and Medium Enterprises in Laos and Cambodia". *GMSARN International Journal*, 2(4).

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- Ty, M. (2008). "Knowledge transfer and non-governmental organization in Cambodia," *The Journal of Behavioral Science*, 3 (1) September, available at: <http://bsris.swu.ac.th/journal/i3/inter32.pdf>

### **3. BOOK PUBLICATIONS**

- Ty, M. (Dec, 2013) "Impact of Culture on Organizational Learning in Cambodia", Scholars' Press, 288 pages, Germany
- Ty, M. (Jan, 2011) "Concept of Decentralization Reforms at National and Local Levels: Case Study of Commune/Sangkat Council as Service Delivery Unit in Cambodia", Lambert Academic Publishing, 128 pages, Germany.
- Ty, M. (Jan, 2011) "Study of Knowledge Transfer in Non-Governmental Organizations in Cambodia", Lambert Academic Publishing, 84 pages, Germany.

### **REFERENCES**

To be provided upon request.