STEM Careers of the Future

Science  វិទ្យាសាស្ត្រ
Technology  បច្ចេកវិទ្យា
Engineering  វិ្ត្វកម្ម
Maths  គណិតវិទ្យា
Many students aren't aware of the huge range of STEM careers that they could choose to enter. Without an understanding of what the options are, it’s impossible for a student or young professional to make an informed choice about which job will be best for them — whether it’s a job that fits most closely with their personal interests, with their skills or with their financial aspirations.

This guide is the first of its kind in Cambodia and will help individuals identify where the real opportunities are for STEM skills in Cambodia. The aim of this booklet is to help give young Cambodians ideas and inspiration for their future careers, to introduce new jobs they may never have heard of, and if they already have an idea of what they would like to do, to help them understand how to get there. It will help them understand the job and what is required of them, skills wise, for the various opportunities within STEM.

We believe this guide will be of great value to young Cambodians, helping them understand the opportunities that lie both within and beyond Cambodia, through STEM careers. It is an exciting time. The ASEAN Economic Community is opening up all markets and with developments such as this and the Asian Infrastructure Investment Bank (AIIB), Cambodia will become more and more connected to its neighbours. Additionally, the Cambodian government has planned to increase the number of sectors that require a skilled labour force and move away from the garment sector, meaning that now is the time for young students and professionals to take the right steps forward to secure their future.

This STEM Careers of the Future booklet is part of a wider programme of work by the British Embassy. We are helping develop leadership skills through a series of Chevening Career Development Learning sets; we are mentoring young Cambodian professionals; we give talks at local universities on the importance of STEM education and what the opportunities are for young people going into these areas of work. We are also working closely with the national government and, together with Ministry of Education, Youth and Sports (MOEYS) and IDP Education Cambodia, have set up a STEM Ambassador Network for Cambodia. We have collaborated with MOEYS and the Cambodian Mathematical Society to bring a new British method of maths teaching to Cambodia called “Diagnostic Questions” which works by identifying and correcting misperceptions; we have produced a bilingual English/Khmer children’s STEM book about a young girl with a great idea who becomes an Engineer; and we are working with Kids City to run STEM activity days for Cambodian students and their teachers.

I hope that this booklet will provide the inspiration and information needed to encourage many more young Cambodians to consider a career in STEM.
Science, Technology, Engineering and Maths (STEM) professionals create, explain, build, and innovate the world around us. Cambodia needs more young people skilled and qualified in these subjects to develop our human resources, the economy, and drive our nation’s development. As our country develops and our economy grows, the Cambodian populace must adapt by shifting toward the jobs that the job market offers. And for our country to continue growing, we must encourage our young students to explore the demand of skills. Our nation needs STEM graduates to become more competitive in the region and the world, most notably as we integrate with the ASEAN Economic Community. I encourage Cambodian students to take a strong interest in these subjects, and parents and teachers to support students going into STEM majors and careers.
Choosing the right career means undertaking the right studies, but information is lacking among education circles in Cambodia. Together with the British Embassy, we sought to bridge this information gap and this booklet will serve as a guide for students to better understand their options academically and professionally. This guide will also provide parents with a better understanding of what their children are pursuing, allowing them to support their children in those choices.

This guide offers young students key information regarding what each position is, where and what to study for each job, what salary and working hours can be expected, and also offers first-hand insight into each position from Cambodian professionals who have already walked the path to success.

The Cambodian government and the MOEYS understand the importance of education and what it means for the future of our country. Every year, the number of schools increases as we reach out to ensure rural communities have access to our national education system. But this is not enough – we want to ensure that teachers are qualified to teach and can transfer their knowledge to help encourage young students to succeed. The ‘Teacher Policy Action Plan’, issued by the government in 2015, will ensure that by 2020, all teachers will have the minimum of a Bachelor’s degree, ensuring their capacity in the vital job of educating the next crop of professionals. Recently, we’ve seen a dramatic increase in business graduates, creating a surplus in job seekers in that sector and a skill shortage in STEM sectors.

To curb this issue, the MOEYS is suspending, on a temporary basis, the issuance of licenses to launch new programs and courses that are finance and business related, to allow universities to shift their attention to subjects like engineering and science.

The government’s effort to put a stronger emphasis on STEM is growing. In 2015, the Golden West Humanitarian Foundation, in partnership with MOEYS, organised the country’s first Science and Humanitarian Foundation, in partnership with STEM is growing. In 2015, the Golden West Humanitarian Foundation, in partnership with MOEYS, organised the country’s first Science and Humanitarian Foundation, in partnership with
Top 20 STEM Careers for Cambodia

This guide identifies the top 20 STEM careers in Cambodia over the next 10 years and includes information on education/training required, where to study and what salary to expect.

MANUFACTURING:

- Production Line Supervisor
  Production Line Supervisors oversee the workflow of an assembly line, whether for food or electronics, making sure that every little job that goes into creating a single product is done properly. They motivate and support staff and ensure that work shifts are always filled.

- Automation Technician
  Automation Technicians ensure that all machines in large factories or in an assembly line, for example, function properly. They fix and maintain machinery to ensure optimal output and efficiency.

CONSTRUCTION:

- Architect
  An Architect is a designer, from the exterior to the interior of a building or residence. They bring together various ideas and put them all into one design.

- Civil Engineer
  Civil Engineers bring designs and plans to life, building structures and ensuring they are ready to withstand storms, blizzards and other natural occurrences.

- Construction Site Supervisor
  Construction Site Supervisors oversee the daily tasks that take place on a work site and ensure that each of these tasks is completed in a timely and efficient manner. They liaise between employees and contractors.

- Health & Safety Engineer
  Health & Safety Engineers look after the safety of employees by enforcing all safety standards at any given place. They make sure employees and employers follow the required safety measures to ensure that the workers are able to work each day with no injury.

- Project Manager
  A Project Manager is charged with overseeing the entirety of a project, from liaising with contractors and subcontractors to working with Site Supervisors and making sure all the work gets done correctly, in a timely manner, and to budget.
ENERGY & UTILITIES:

- Water Supply Expert
Water Supply Experts don’t just make sure that homes and businesses have access to water, they also work on systems of sewage management and wastewater disposal.

- Water Sanitation Expert
The Water Sanitation Experts play a crucial role in helping rural communities maintain safe and hygienic living standards by providing technical guidance and education on things such as improved waste disposal methods.

FOOD & BEVERAGE:

- Quality Assurance Specialist
The Quality Assurance Specialists play a key role in helping food & beverage companies sustain their reputation in the business. He/she has an understanding of food processing and production, in order to ensure quality meets local and international standards, so that customers are buying safe products.

HEALTH & SCIENCE:

- Chemist
A Chemist finds ways to improve the living standard of people with chemicals. They use their knowledge of chemicals to develop new products, such as drugs, cosmetics and even new types of synthetic fibres. A Chemist also plays an important role in the energy industry by working on petrochemical processes to reach optimal energy use and reduce wastewaters disposal. Additionally, they work on systems of sewage management and keeping homes and businesses with water, they also work on in advocating for healthier and managing health related issues.

- Doctor (General Practitioner)
A General Practitioner is a Medical Doctor who is your first point of contact when you do not feel well. They help you understand what you may be suffering from, taking into account mental, physical and social factors, and referring you to specialists for treatment if required.

- Medical Laboratory Technician
Lab Technicians perform tests and analysis that provide Physicians with data that they can use to better understand and treat patients. They help diagnose diseases like Cancer, AIDS and Diabetes.

- Psychologist
A Psychologist helps people overcome issues and promotes positive mental health by understanding and analysing their thought process, behaviour and personality. They work with individuals of all ages, or in groups.

- Public Health Analyst
A Public Health Analyst plays an important role in supporting communities and families to understand and manage health related issues; from knowing which insurance plan best matches them to advocating for healthier living and eating.

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**AUTO:**

- Mechanic
  A Mechanic inspects automobiles and performs basic and advanced maintenance and repair work, on motorcycles, cars, buses and industrial vehicles. Their tasks range from bodywork to engines, transmissions, brakes, cooling systems and on-board system maintenance, including electrical wiring, among other things.

**INFORMATION TECHNOLOGY:**

- Network Analyst
  A Network Analyst helps run and manage the network infrastructure of a company. They maintain the network system so that employees, clients and customers are able to communicate via secure channels (e-mail, telephone) with ease. They guarantee the daily efficiency of company operations.

- Software Programmer
  A Software Programmer is tasked with maintaining a facility's computer system. He/she helps business operations run smoothly by allowing computer systems to process information step-by-step.

**FINANCIAL SERVICES:**

- Economist
  An Economist conducts intensive research and collects data to help us understand the basics of supply and demand, whether on a micro or macro scale. He/she will explore and discover trends that will help shape policy and business decisions for governments and for companies.

- Actuary
  An Actuary is a Mathematician that uses data to make statistical analysis to help understand financial risks, related to life insurance and high finance. They use these data analyses to help companies come up with new pricing plans for healthcare and insurance, create new complex financial products and help shape government healthcare policies.

- Financial Analyst
  A Financial Analyst helps companies understand the current trends of industries and allows them to make key business decisions, by providing buy/sell recommendations to clients or employers. By understanding what is going on in which industry, they also help companies identify and enter into new business opportunities, such as new industries.

**និមិតជាសុខាភ្យនិងការបរិសិទ**

- អនែក ច្តែ្ឋកិ្ចេ
  អនែក ច្តែ្ឋកិ្ចេ ច្្វី ការតសាវតជាវ យ ៉ា ងលអាិតលអាន់  និង តបមូល ទ្ិននែន័យ ផែល ច្្វី ឲ្យ ចយីង យល់ ពី មូល ោ ្ឋន នន ការ ្គត់្គង់  និង តតមរូវការ  ទាំងកនែុង កតមិត មីតករូ ។

- អនែក គណនាតនមលេ
  អនែក គណនាតនមលេគឺជា គណិ តវ ិទ្ូ ផែល ចតបីតបា្ត់ ទ្ិននែន័យ ច្្វី ការវ ិភាគ ្ត្ិតិ  ចែីម្បី ផ្ត្វង យល់ ពី ហានិភ័យ ្ិរញញាវត្ុ ផែល ោក់ ព័ន្ធ នឹង ការធ្នារា៉ា ប់រងចលី អាយុ ជីវ ិត និង ្ិរញញាវត្ុ កនែុង ្ំនួន ចត្ីន។ ពួកចគចតបី តបា្ត់ទ្ិននែន័យ ចនះ  ចែីម្បី ជួយ តករុម្៊ាុន បចងកីតនូវ គចតមាងតនមលេថ្មី ្តតមាប់ ការ ោំោរ ្តុខភាព  និង ការធ្នារា៉ា ប់ រង។ បចងកីត ្លិត ្ល ្ិរញញាវត្ុ លមអាិត ថ្មី  និង ជួយ ផកលមអា ចោលនចយបាយ ោំ ោរ ្តុខភាព រប្ត់ រោ ្ឋភិបាល ។

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**Production Line Supervisor**

A Production Line Supervisor (PLS), also known as an Assembly Line or Manufacturing Supervisor, is a person that oversees and coordinates the entire production process within a factory and/or company. The Supervisor ensures that individual tasks - inspections, operations, assembly - are done effectively and in a timely fashion. The PLS plans, monitors and evaluates performance of personnel based on set criteria. Interpersonal skills are very important for this job, as the Supervisor must also maintain a positive work environment and motivate personnel. To become a Production Line Supervisor, one would typically require one to two years' experience on the production line to gain adequate understanding and become familiar with all of the work processes that take place.

<table>
<thead>
<tr>
<th>Basic requirements</th>
<th>Starting salary (monthly)</th>
<th>Progressive salary (after 1+ year)</th>
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</thead>
<tbody>
<tr>
<td>(i.e. Education level)</td>
<td><strong>400 USD</strong></td>
<td><strong>600-800 USD</strong></td>
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<tr>
<td>Vocational Training; Bachelor's Degree</td>
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<tr>
<td>Progressive salary (after 5+ years)</td>
<td><strong>1200 USD</strong></td>
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<table>
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<tr>
<th>Main sectors</th>
<th>Where to study</th>
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<tbody>
<tr>
<td>Manufacturing (Garment; Food Processing)</td>
<td>Beltei International University; Pannasastra University</td>
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Have you ever wondered what goes on inside large factories? How different departments work together to efficiently produce a product?

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**DID YOU KNOW?**

- Consumerism is rapidly growing which means that companies have to produce at a faster rate with as little error as possible.
- People management is a key skill to have, notably when working with high volume production.

Mr. Chheav Ngorkr
Production Unit Team Leader
Khmer Brewery Limited

After four years working as a Team Leader at Khmer Brewery Limited, I was promoted to Production Unit Team Leader. Prior to Khmer Brewery Limited, I worked for the K Cement company as an Operator and Production Leader.

Working for an international company means that you have to help me improve myself. It is also very satisfying to lead a team and successfully meet goals that have been set for us. For those reasons, I would highly recommend this job.

Employers will be looking for positive, goal-oriented people who are proficient in English and skilled in performing in a team environment, be proactive and search online and in forums for opportunities. Before going to an interview, do your homework - know the role and the firm you are trying to get into.
Would you enjoy working on different types of computerised systems, fixing and maintaining them? In this industrial age, automated machines are key to the production line. An Automation Technician, also known as a Robotics Technician, works primarily with machines that are key to the production line.

Automation Technicians have a basic knowledge of machinery and technology. They have a strong work ethic and the courage to take on responsibility. They should have knowledge of digital software, as well as a strong work ethic and the courage to take on responsibility. They need to have a good attitude towards work and your colleagues, and they need to be pro-active in advancing their career. Khmer Brewery Limited through the company’s Graduation in Training Program (GIT) started me on my career. Over the years, I’ve acquired the skills and experience and was the perfect way for me to start my career. I graduated from the Institute of Technology of Cambodia in 2009, majoring in electricity and energy. That same year, I began my professional career with Khmer Brewery Limited through the company’s Graduation in Training Program (GIT). I began my career as an Electrical Engineer for about 3 years, before being promoted to Electrical Maintenance Team Leader for 2 years. Today, I work as an Automation and Maintenance Supervisor.

As a fresh graduate, I did not have the technical skills, or the soft skills, that most jobs required. With no real experience, I did not know where to start but Khmer Brewery Limited’s GIT program required no prior experience and was the perfect way for me to start my career. Over the years, I’ve acquired the skills and competencies that most employers look for. My day-to-day is heavily oriented toward operations. I assign tasks accordingly to ensure that these tasks are done properly. I follow up on any remaining tasks and ensure they are completed. I fix any machine breakdowns, I check our spare parts inventory; I follow up on purchase requisition and purchase orders; and ensure preventive maintenance is done on machines.

This job has allowed me to apply everything I’ve learned at university, something I am very happy about. I’ve always been very passionate about repairing machines and ensuring they don’t break down so often, and this job allows me to do just that. I also enjoy the responsibilities that I have, that given that with every minute these machines breakdown, the company’s operations and productivity is affected.

I have been very proactive in advancing my career. Khmer Brewery Limited offers us various training courses to improve our skills. I’ve taken a number of courses, such as SIMATIC S7 Programming 1, SIMATIC S7 Troubleshooting, and a Supervisory Training Excellence Programme. With these, not only do I become a better employee, but I also gain the right skills, whether soft or hard, to help me move up the ladder.

If you enjoy taking on challenges, I would strongly recommend this job – especially given that many more job opportunities within this field are appearing and not many students study for this. Like many other jobs, it’s important to have a good attitude towards work and your colleagues, as well as a strong work ethic and the courage to take on challenges. More particularly for this job, it’s important to have a basic knowledge of machinery and technology.
Have you ever looked around and realised how beautiful the buildings are or wondered what you would do without them? Life is changing quickly in Cambodia. New highrise blocks are being built while old beautiful buildings are being restored and you could be part of this.

An Architect designs facilities to be constructed according to client requirements. They create new buildings, alterations and extensions to existing facilities, and do restorative work on broken down facilities. They create aesthetically pleasing designs that maintain functionality, while meeting safety standards. They draw the first draft of what a facility will look like, according to client requirements. They create new great concept, and even more time to make it a reality.

As a young Architect you must be open to encounter new things every day, as learning different tasks allows you to know what you are good and bad at, what you like and dislike. You can explore your own weaknesses to make yourself into a better Architect.

The key challenges, as an Architect, is the constant search for new ideas – ideas that allow clients to stand out and even more time to make it a reality.

By then I will be looking to hire a team. My number one criterion for young architects is to be passionate about creative freedom is something that we don't all have the opportunity to explore. This is something that makes me passionate about what I love and what I design, and ultimately is what motivated me to follow this career path. While I was still a university student, I knew that to be able to enjoy my job, I would need to be able to express myself creatively. After my graduation from university in France in 2010, I was made Lead Architect for a boutique hotel project in Phnom Penh. This turned out to be the opportunity I had been waiting for. After, I began working as a freelance Architect, taking on various projects in Cambodia.

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<tr>
<td>350 USD</td>
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<td>500-600 USD</td>
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<tr>
<td>800-1500 USD</td>
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Starting salary (monthly)

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<tr>
<td>Norton University; Zaman University; Beltei International University; Cambodian University for Specialties; University of South East Asia</td>
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Where to study

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For a city to flourish, its buildings and facilities need to look good but they also need to withstand all sorts of weather conditions over extended periods. Have you ever wanted to build something that will last a lifetime?

Civil Engineers create and transform the urban environment we live in by designing, implementing, improving and protecting the facilities around us. They oversee structures such as roads, highways, power plants, sewage systems and harbours. One needs to look good but they also need to withstand all sorts of weather conditions over many years.

DID YOU KNOW?

- The Great Pyramid of Giza (Egypt) is one of the earliest examples of civil engineering.
- Civil Engineers frequently work on complex projects, which involve technical, economic, social and environmental factors.

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Progressive salary (after + years) 800-1500 USD

Main sectors

- Construction
- Infrastructure

Where to study

- Build Bright University
- University of South East Asia (ITC); Life University
- Bolyno Institute
- University of Batambang

Mr. Bun Yalin
Associate Civil Engineer
ASMA Architects

I began working as an independent engineer while I was still a student at the Institute of Technology of Cambodia (ITC) School of Engineering. I started out working on short projects for various companies, mainly on houses and restaurants. In 2013, I began working as a Structural Engineer and then moved up to my current position of Associate Civil Engineer at ASMA Architects.

When I graduated high-school at the age of 18, I was not sure what I wanted to do, but I knew what subjects I liked: mathematics, physics and chemistry. At the time, ITC was the only university to offer courses in these subjects, so I decided to just carry on studying subjects that I enjoyed, and that is how I landed on my current career path.

ASMA Architects gives me the opportunity to work with both Engineers and Architects to find ways to implement and support new and creative designs we come up with. Creating new ideas and new designs from one project to another requires great communication and cooperation. My work allows me to dream up solutions to problems that architects may have been facing for a long time.

As an Associate Civil Engineer, my tasks vary day-to-day, depending on the projects. I spend time reviewing structural drawings and calculations; I supervise sites and help solve day-to-day structural problems; I assist daily meetings, on-site and client meetings at the office. When it comes to structural problems, I always go back to the basics and search through the structural calculations to see if we missed something.

You cannot progress if you only work for money. Learning is a key process in moving forward. I believe in spending time on research and going back to school. For example, I completed a one-year Master’s degree in France, taking a break from work to upgrade my knowledge. Also, working with professional Engineers from all over the world, we must be ready to form and exchange ideas and concepts, even if we have different standards.

Most employers will look for someone with an academic background in engineering, someone with an open mind and the willingness to travel (different work sites in different provinces). As a Civil Engineer, you also have a degree of creativity – it is not just the Architects designing new things.
Have you ever wondered what it would be like to build your dream house, ensuring it was constructed to the best possible standard with the most efficient use of resources? A Construction Site Supervisor helps to oversee the construction process and aims to coordinate all employees into working towards the same common goal.

A Construction Site Supervisor oversees the daily activities taking place on a work site. They manage communications between contractors, subcontractors and any other parties that are relevant to the construction site, such as the community and local authorities. In doing so, the supervisor ensures that construction meets all relevant to the construction site, such as the subcontractors and any other parties that are relevant to the construction site, such as the community and local authorities. In doing so, the supervisor ensures that construction meets all regulations. He/she also coordinates with management. With competitive labour rates for workers, my primary challenges revolve around human resource management. With competitive labour rates for workers, my primary challenges revolve around human resource management.

As the manager of a construction site, there is a lot we are responsible for, which presents a number of challenges. My primary challenges revolve around human resource management. With competitive labour rates for workers, my primary challenges revolve around human resource management. As the manager of a construction site, there is a lot we are responsible for, which presents a number of challenges. As the manager of a construction site, there is a lot we are responsible for, which presents a number of challenges.

As a Site Manager, as you will be required to understand and manage them effectively. You must lead by example, be very responsible, flexible, goal-oriented and well organised. This position also offers very competitive wages and allows you to build a strong reputation in your field of work.

<table>
<thead>
<tr>
<th>Basic requirements (i.e. Education level)</th>
<th>Starting salary (monthly)</th>
<th>Progressive salary (after 1+ year)</th>
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<tbody>
<tr>
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<td>Construction; Infrastructure</td>
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<td>Where to study</td>
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Mr. Sun Vannak  
Construction Site Supervisor  
LBL International

I was employed by LBL International in 2010, and have graduated through the ranks from Site Engineer to become a Site Manager in 2013 at the age of 29.

Civil Engineering has been my dream job since I was a child. I have always dreamt of one day helping my country develop, placing it on par with European nations.

As Site Manager, I am involved in and responsible for a number of things. On any given day I could be reviewing documents such as purchasing orders and designs, going on site to monitor the progress, quality and safety of what is being built, or meeting with our teams to organise action plans. I manage quite a number of people and am responsible for all of them, something I very much enjoy about my job. Teamwork is very important, so ensuring that everyone is happy working together is the first step to seeing the work done correctly. And when your project is finished, you get a very rewarding feeling, knowing that your supervision and direction helped accomplish something.

As the manager of a construction site, there is a lot we are responsible for, which presents a number of challenges. My primary challenges revolve around human resource management. With competitive labour rates for workers, construction sites can easily fall victim to human resource drain, creating problems in meeting deadlines.

If you enjoy working with people from different backgrounds with different skills, you might enjoy working as a Site Manager, as you will be required to understand and manage them effectively. You must lead by example, be very responsible, flexible, goal-oriented and well organised. This position also offers very competitive wages and allows you to build a strong reputation in your field of work.

DID YOU KNOW?

• The base of the Great Pyramid in Egypt is large enough to cover 10 football fields.

• The Greek historian Herodotus believes it took 400,000 men 20 years to construct the Great Pyramid.

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**Project Manager**

In any job, projects must be completed in a timely manner before their deadline. When there are numerous employees working on the same project, the responsibility for finishing gets spread out and individuals may not work in the most efficient manner because they believe someone else will do it. Could you be responsible for ensuring all projects for a company are met before their deadline and by using all resources in the most efficient way?

A Project Manager ensures that all day-to-day objectives set at the start of each project are met and that all tasks are completed to standard and to budget. They work closely with Site Supervisors and relevant parties to meet client requirements. Additionally, the Project Manager, together with the client, will go through the screening process for and relevant parties to meet client requirements.

They work closely with Site Supervisors and that all tasks are completed to standard and objectives set at the start of each project are met timely manner before their deadline. When the client, will go through the screening process for knowledge.

DID YOU KNOW?

- According to the Project Management Institute, Australia has the top salary for project management practitioners.
- The project length of the La Sagrada Familia church in Spain is 131 years, with completion set for 2026.

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Heng Socheath  
**Project Manager**  
*LBL International*

I graduated with a Civil Engineering degree from the Institute of Technology of Cambodia and then continued my studies in France, completing a one-year Master’s of Site Management Skills. In 2014, I returned to Cambodia and began working as a Project Engineer for LBL, before being promoted.

On a day-to-day basis, I would compare my job with being a team leader in the construction industry. I receive all the architectural drawings and structural drawings, allowing me to get a clear understanding of the construction methods and the manpower required. I solve any problems that arise onsite and ensure the safety of workers during construction.

What I enjoy the most about my position is the different construction techniques that can be used, and researching new methods statements for construction.

Working on a construction site is always challenging, especially learning and sharing new construction techniques, which require precise technical solutions that can take time to master. Another challenge is managing our manpower to meet our construction schedule, as it is crucial to prevent delays.

Cambodia’s economy has been growing rapidly. Today, we can see dozens of construction sites rising above the city, whether apartment complexes or office buildings. There is a large demand for Civil Engineers, especially those who understand construction projects. Employers hiring a Project Manager in the civil engineering field will be looking for people who understand construction techniques and have the ability to lead a team. My advice would be to try and get as much experience and exposure as possible, even if that means volunteering your time. This will help you refine your understanding of everything that revolves around a construction site, from start to finish, so that when you go for a job you will impress with your knowledge.

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Access to water is fundamental for daily life so when water-based systems stop working, quick solutions must be found and repairs made. By gaining a solid understanding of water, innovative projects can be initiated to improve all aspects of the water cycle as well as hygiene standards.

A Water Engineer will usually have an engineering background (civil or otherwise), and then go on to specialise in water-based projects, such as wastewater disposal, sewage management, flood prevention and damage control, and clean water supply. They work from system inception all the way through to handover, and also are responsible for asset maintenance and repairs of all water related equipment.

**Water Supply Expert**

**DIID YOU KNOW?**

- In 2012, Beijing consumed 3.6 billion cubic meters (950 billion gallons) of water.

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**Basic requirements (i.e. Education level)**

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Mr. Lo Chay
Co-Founder
1001Fontaine

I am the Co-Founder of 1001Fontaines, a French NGO started in 2004, which aims to provide isolated rural communities with sustainable communities with a sustainable supply of safe drinking water. Through my years with the organisation, I’ve held different positions, from Field Project Coordinator, Project Manager and Executive Director for Cambodia.

I hold a Master’s in Water Management and I have always wanted to be part of something meaningful where I could apply what I have learned in university. Improving the health of rural communities by enabling access to safe and clean drinking water, which they can drink, is what motivated me to take on this job.

I am responsible for ensuring that our goals, missions and strategies are met and implemented accordingly. On a daily basis, I oversee the recruitment of new staff and mentor our Managers to enable them to make the best decisions in the field. Working in a social enterprise you co-founded has positives and negatives. What I enjoy most is building the perfect team for each project and finding a way to keep our projects running. At the same time, this can be one of the most difficult challenges I face – the need to always find financial resources to help run projects and sustain our enterprise.

When my job title changed from Project Manager to Executive Director, I went to study an MBA in Management to increase my knowledge and ensure that I could lead the right way. I want to use my knowledge and experience to make an even greater social impact.

Access to safe and clean water is crucial to our health, our wellbeing and our life expectancy. And if anyone is interested in providing people with the most basic need and has passion, I highly recommend working in water management. My advice to anyone who wants to get into this field of work, you should always take time to understand what the job requirements are, what the company’s mission is, and do some research prior to your interviews.
Do you have a passion for helping people in rural areas? Improving living standards is not just about improving education; it’s also about improving the sanitary conditions that people live in. How do you ensure that villages maintain a clean and safe environment, thereby drastically reducing the risk of people getting sick or having water and food contaminated?

In developing countries, hygiene and sanitation play a key role in life expectancy, where malaria, skin diseases, chest infections, and diarrhoea affect many people, most notably in rural villages. To combat this, governments and NGOs run sanitation and hygiene programs. A Water Sanitation Officer provides technical support for hygiene and sanitation programmes, such as planning, design, implementation and execution, evaluation and monitoring. They facilitate dialogue between local communities to promote hygiene campaigns. They are also in charge of behavioural change methodologies, to assist local communities shift towards more sanitary and hygienic habits, breaking old cultural norms and perceptions. They ensure that everyone understands the importance of maintaining hygienic standards and the health risks associated with bad hygiene.

Mr. Rov Sokkhai
Project Officer
RainWater Cambodia

I am currently working as a Project Officer for RainWater Cambodia (RWC), where I have been since 2014. I have been involved in numerous sanitation and hygiene projects in Kompong Cham and Siem Reap. My motivation comes from my dream to improve living standards for Cambodians in rural areas.

I graduated from the Faculty of Agriculture Economics and Rural Development at the Royal University of Agriculture. I am currently working as a Project Officer for RainWater Cambodia. As a Project Officer I am responsible for submitting plans to our Project Manager and making sure all tasks get completed in time. I produce detailed field reports and submit to our management team. I also play the role of mediator with communities and villages, ensuring that our development activities do not interfere with their daily routines, while also working to our timeline.

Working and communicating openly with the local communities is always a challenge. Cambodian habits and culture sometimes make it difficult to help people see a new perspective on important issues such as safe water and open defecation. Breaking old or bad habits can be a difficult process and really becomes a challenge for NGOs.

In Cambodia, over 9 million people don’t have access to adequate sanitation and 4 million people don’t have access to safe water.

DID YOU KNOW?
• In developing countries, as much as 80% of illnesses are linked to poor water and sanitation conditions.

Basic requirements
(i.e. Education level)

Vocational Training; Bachelor’s Degree

Progressive salary
(after 5+ years)
600 USD

Starting salary
(monthly)
250 USD

Progressive salary
(after 1+ year)
350-450 USD

Main sectors
Government; Infrastructure; Not-for-profit

Where to study
Institute of Technology of Cambodia (Techno)

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Food Safety Specialist

A Food Safety Specialist is tasked with ensuring the quality and safety of food available on the market. They must understand how food is produced in particular sectors of the food industry, such as meat processing, and ensure local and international standards are met in seed selection, harvesting, pest control, storage, transport, and every other stage between growing food and presenting it for consumption. They also ensure that the labelling of food, including expiration dates, is done correctly. They must be aware of possible food contamination hazards and how to implement preventive measures.

Food is a necessity that all humans require to survive. Making food production more efficient and ensuring health standards are met can help reduce the amount of food that is wasted and improve the overall amount of food that is fit for human consumption.

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Basic requirements (i.e. Education level)

Vocational Training; Bachelor's Degree

Starting salary (monthly) 250-300 USD

Progressive salary (after 1+ year) 400-500 USD

Progressive salary (after 5+ years) 600-800 USD

Main sectors F&B; Government; Hospitality; Laboratory

Where to study Institute of Technology of Cambodia (Techno); International University (IU); University of Batambang

Food Safety Specialist អាហារមិនសាអា ត និងពីរចបៀបបងា ករ្ងផែរ។ យ ៉ា ងតតឹមតតរូវ។ ពួកចគចាំបា្់តតរូវែឹងពីចតោះថា នែក់ផែលអា្មានចោយ ្ំចោះបទ្ោ ្ឋនកនែុងត្តរុក និងអន្ររជាតិទាំងកនែុងការចតជី្តចរ ី្តតោប់ពូជការ្លិត្ំណី អាហារ និងយល់ែឹងពីរចបៀបផែល្ំណី អាហារទាំង ្តុវត្ិភាព្ំណី អាហារផែល្គត់្គង់ចៅចលីទ្ី្សារ។ ពួកចគជំនាញកនែុង ្ត័ក្រិ្តម្ំចោះការទ្ទ្ួលទានរប្ត់មនុ្ត្សទ្ូចៅ។ ចតីនឹងមានអ្វីចកីត នូវបទ្ោ ្ឋន ្តុខភាពអា្ជួយកាត់បន្យបរ ិមាណអាហារផែលឥត អាហារគឺជាវត្ុចាំបា្់ ផែលមនុ្ត្សចយីងតគប់ៗរូបតតរូវការចែីម្បីរ្ត់។
Chemist

Are you interested in the power of different chemicals? Have you wondered what would happen if you mixed two, three or four chemicals together? From creating cleaner energies to life saving drugs, chemicals can be used to help us make a better world.

A Chemist finds ways to improve the living standard of people by studying chemicals. They use their knowledge of chemicals to develop new products, such as drugs, cosmetics and even new types of synthetic fibres. A Chemist also plays an important role in the development of new energy use and reduce pollution, just as a Chemist on petrochemical processes to reach optimal energy use.

Drugs, by overseeing the development process and determining the quality and stability of these drugs, play an important role in the development of new products, such as drugs, cosmetics and even new types of synthetic fibres. A Chemist also plays a significant role in the energy industry by working on petrochemical processes to reach optimal energy use and reduce pollution, just as a Chemist on petrochemical processes to reach optimal energy use.

A Chemist can also work in a pharmacy where he/she focuses on safe and effective medication dosage and usage.

DID YOU KNOW?

• The earliest recordings of pharmaceutical documentation date back 3,500 years and were found in Egypt. The records had information on 800 prescriptions mentioning 700 medications.

• In the 1800s, Coca-Cola was a cough syrup created by a pharmacist.

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Miss Chan Bora
Pharmacist
Pailin Referral Hospital

In 2011, I graduated in the field of Pharmacy, and have been working as a Pharmacist in the Pailin Referral Hospital since 2012. Because this is a public hospital, I had to pass an exam that was prepared by the Ministry of Health.

Before this job I worked as a Medical Representative and Regulatory Affairs Officer with Medicom, a medical products and equipment supplier. My own curiosity about how the government runs hospitals motivated me to change direction and take the Ministry’s exam.

My responsibilities today are to dispense medication to patients and to Nurses; prepare drug records; calculate the amount of medicine that is going out each day; daily drug management; and place medication orders once every three months. My job allows me to put all my knowledge to use — everything I studied in university — which is the most satisfying part of it.

Like many other jobs, there are certain challenges. I’ve got to ensure that patients are given the right medicine, as prescribed by the Doctor, and that they use the medication correctly. Communication can be difficult at times; as we cannot guarantee that patients will agree with our advice.

Working as a Pharmacist is rewarding in its own way, much like it is for Doctors and Nurses. I have the opportunity to help improve someone’s health. I would highly recommend this job for anyone that has an interest in how drugs work. Being a Pharmacist also means being completely responsible, having strong management skills and a keen attention to detail.

Basic requirements (i.e. Education level)

Master’s Degree

Starting salary (monthly)

300-350 USD

Progressive salary (after 1+ year)

500-700 USD

Progressive salary (after 5+ years)

800-1500 USD

Main sectors

Government; Laboratory; Oil & Gas; Research

Where to study

Royal University of Phnom Penh (RUPP); Institute of Technology of Cambodia (Techno); International University (IU)
Network Engineer / System Architect

What would happen if every document a company had online disappeared? Securing an organisation's network reduces the chance of such mistakes being made and helps to prevent attacks from online threats. As the world continues to move online, companies must increase security around their online networks.

A Network Engineer is responsible for overseeing a company or organisation's network infrastructure, allowing the employees, clients and customers to communicate both internally and externally with ease. They implement, support, maintain, secure and develop the company's network system, including telecommunication lines and computer firewalls. Network Engineers are part of the IT team that is either in-house or outsourced from an IT networking company. As part of the IT team, the Network Engineer will also assist employees with any network issues they are having and ensure that they continue working efficiently. They establish network system guidelines and enforce correct use; they design and configure network systems, continuously monitor network performance and perform preventive maintenance to avoid any possible problems.

In many ways, Network Engineer jobs are the top of the IT profession.

Basic requirements (i.e. Education level)

Vocational Training; Bachelor's Degree

Starting salary (monthly)

300-350 USD

Progressive salary (after 1+ years)

500-700 USD

Progressive salary (after 5+ years)

800-1500 USD

Where to study

Royal University of Phnom Penh
(RUPP); Institute of Technology of Cambodia (Techno); Norton University; Zaman University; Puthisastra (UP)

DID YOU KNOW?

• In many ways, Network Engineer jobs are the top of the IT profession.

Mr. Makara NG
IT Manager
TOTAL Cambodia

My interest in computers and IT developed in high school, and I have always found myself drifting towards that as a career. I started as an English teacher, having received my Bachelor's in Arts and English from the institute of Foreign Languages. While teaching, I also worked part-time in the school's IT department. Eventually, I went on to pursue a Master's in Computer Science from the Royal University of Phnom Penh.

I have now been in the IT sector for seven years, two of which have been at Total Cambodia. I started my IT career as an IT Technician, then moved through the ranks to IT Engineer, IT Support, IT Supervisor and finally IT Manager, a position that I held at First Finance Cambodia prior to moving to Total Cambodia.

My daily tasks revolve around monitoring the data centre and the servers, and carrying out preventive maintenance work, so we don't come across any unexpected issues. I must ensure optimal performance and security of our network infrastructure – which is crucial for the overall running of the company.

What I enjoy most about my position, as an IT Manager, is that I have clear responsibilities in a multi-national company. The IT department helps a company to run its business smoothly - the simplest things, printing invoices and sending e-mails, require IT support. Additionally, IT is fundamental to companies, communicating information across the world in a safe and secure way. With our regional office in Singapore and head office in Paris, I have the opportunity to travel, work with people in different countries, and improve myself through the company's career advancement possibilities. Additionally, Total Cambodia has IT seminars that gathers IT departments from the Asian region, allowing mass sharing of ideas.

From experience, people looking to get into the IT need to know the various paths they can choose. It's very large - programming, application, network infrastructure, etc. It is hard to specialise in all the categories, and therefore it is best for students to have a specific goal and direction. If you don't love IT, don't go into it. Being punctual and flexible is very important because companies depend your work to run smoothly. I would also add that communication is a key quality for someone looking to get into the IT sector, because it's important to be able to communicate with people who have no IT knowledge.
Software Programmer

What would happen if your computer stopped working, would you be able to cope? What about if every computer in your company stopped working, what would you do then? A Software Programmer is the go-to person for all computer and software related solutions.

Software Programmer, also referred to as a Computer Programmer, is a profession that comes under the IT sector. They create programmes that are used by companies, the military, public entities and any other organisation that requires one. Their tasks range from designing, implementing, installing and managing a facility’s software systems, all the way to managing mobile device systems. Their main goal is to develop computer programs that allow computer systems to process information in the appropriate manner by specifying step-by-step processes. They must be proficient in different programming languages such as Java, XML and C++.

DO YOU KNOW?

• Programmers spend approximately 30% of their time surfing the source code.
• Studies have shown that remote programmers have lower productivity than local programmers.

Mr. Sok Puthiphorn
Senior Programmer
KhmerDev

Technology and programming is my passion, so I love working in the Information Technology sector. Today I am a Senior Programmer at KhmerDev, where I have been working for just over one year.

In 2010, I started as an Internet Shop Controller in a local Internet cafe, working part-time before being hired as a Developer and Technical Support Team Leader at BnD Solutions in 2011. I progressed through company ranks to become Senior Programmer at Atmosphere Technology Co., Ltd by 2013.

As Programmers, we are faced with new problems to solve everyday, from debugging and working on someone else’s code to communicating and understanding what clients want. Additionally, technology is constantly changing and programming languages must constantly adapt, which means we must always stay on top of everything and don’t fall behind. We are constantly adapting and looking to improve as this is an industry with endless room for growth. The constant evolution of technology is what makes the job exciting.

One of the best things about being a Computer Programmer is that while companies generally require a bachelor’s degree in computer science or programming, some will hire individuals with just a certificate or an associate degree. Experience is key, get as much as you can, however you can. If you are looking to work in this sector, my advice is that you should always be prepared - know the job and the company you are approaching. Most importantly, be ready to explain why you are the best candidate for the job. Learn coding, immerse yourself in technology, and become a problem solver. If you love technology and working on step-by-step codes to help businesses run efficiently, this is the job for you. For me, I believe that with my current experience and knowledge I can become a Project Manager or Technical Team Leader.
Safety standards and health initiatives can help improve the daily health of individuals and families within a community. However, they must be constantly monitored and re-evaluated, with improvements made to ensure they remain effective and cost-efficient. Strong health initiatives can help save lives, reduce the amount of disease and improve the quality of life for many people.

A Public Health Analyst/ Specialist assists individuals, families and communities to understand and manage health related issues. He/ she will perform assessments of health policies and programs, as well as collect and analyse data to assist in finding the best course of actions to ensure they remain effective and cost-efficient. She will also assist in finding the best course of actions to ensure they remain effective and cost-efficient. She will perform assessments of health policies and programs, as well as collect and analyse data to assist in finding the best course of actions to ensure they remain effective and cost-efficient.

**DID YOU KNOW?**

- One of the key accomplishments of worldwide public health programmes is immunisations, and the eradication of diseases like polio.

**Basic requirements**

(i.e. Education level)

- **Master’s Degree**

**Starting salary**

(monthly)

- 500-700 USD

**Progressive salary**

(after 1+ year)

- 800-1000 USD

**Progressive salary**

(after 5+ years)

- 1200-2000 USD

**Main sectors**

- Development Agencies;
- Government;
- Not-for-profit

**Where to study**

- University of Health Sciences;
- International University (IU)

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Dr. Monirath
Public Health Specialist
Calmette Hospital

I am a Medical Doctor working in the field of Pathology (cancer diagnostics and prevention) at Calmette Hospital. I have been Head of the Pathology Department for four years. Before this, I did my specialisation training and a PhD research in pathology/cancer diagnostics for 4 years in Belgium.

Sciences were always my favourite subjects in school. Knowing my personality, knowledge and interest in science, my Biology Teacher pushed me toward medical school after high school. During my medical study and training, I realised that cancer incidence and mortality keeps increasing worldwide, particularly in developing countries like Cambodia. I did a small survey on the existing human resources in this field and found out there was a great need for more specialists in this field. That is the story of me embarking on my career path.

I love every aspect of my job, ranging from the technical laboratory work to teaching the next group of students. I also enjoy advocating for the improvement of cancer prevention and care in Cambodia.

Also, this job comes with challenges. Firstly, the Cambodian populace value foreign health services over local ones. It’s hard to change their perspective but at least I can contribute to the improvement of cancer prevention and care services in my hospital and hopefully my country. Secondly, medical students are often more attracted to cancer instead of many other fields in which there already thousands of specialists, over-looking the importance of cancer diagnostics. Some may be turned away from cancer diagnostics because you work behind the scenes, not dealing directly with patients, but assisting Doctors to diagnose and manage their clients.

By 2017, I’d like to establish the National Cancer Prevention Unit at the National Cancer Centre. I would also like to lead the Working Group for Cancer Prevention at the Ministry of Health towards effective implementation of national strategies against cancer.

Cambodia faces a shortage of specialists, notably in the field of cancer. There is so much to be done and a great demand for qualified human resources. For this very reason I would recommend this career path. My advice to anyone looking in this direction would be to: have the qualifications and technical training, be highly committed to the betterment of the health care system, particularly cancer prevention and control, and be a great communicator/networker.

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**Where to study**

- International University (IU)
- University of Health Sciences;
Economist

Money makes the world go round. Understanding the key fundamentals behind money can help drive success. Have you ever been interested in how some policies and decisions have substantial effects on an individual’s wealth? Or what banks, governments and consulting companies would do if they didn’t understand wealth and the movement of money?

An Economist is an expert in the fields of wealth and money movement. They study the impact of policies and decisions on the real world to interpret money-related issues such as taxes, inflation, population growth, employment levels, and the management of resources, goods and services. They typically work for governments, banks, consulting companies, multi-national corporations and universities.

Understanding the key fundamentals behind money can help drive success. Have you ever been interested in how some policies and decisions have substantial effects on an individual’s wealth? Or what banks, governments and consulting companies would do if they didn’t understand wealth and the movement of money?

DID YOU KNOW?

- Economists deal with two main streams - Microeconomics and Macroeconomics.
- Both Mick Jagger and Arnold Schwarzenegger studied economics.

Mr. Sopheak Srun  
Economist  
Royal University of Law and Economics

Economics is a subject that allows you to pursue many different career opportunities: in the private sector for companies and financial institutions, in the public sector via civil service, or in academia. After graduating with a Master’s in Economics from the University of Lumière in Lyon, France, in 2010, I was contacted by the Head of Projects for French Cooperation at the Royal University of Law and Economics (RULE) with a proposal to set up an economics and management research centre. Upon my return to Cambodia in 2014, I began working as a Researcher in International Trade.

My passion and love for research and teaching is what lead me to enter academia, where I was able to satisfy both passions at the same time. Since May 2014, I’ve held the position of Operations Manager, where I conduct extensive research for various economics-related projects and act as Program Coordinator.

I monitor both the Master’s and Bachelor’s programmes for economics. On a daily basis, I oversee the academic curriculum and the planning of classes while managing relationships with our partners, among other things. I very much enjoy this challenge because I am in constant contact with students, professors, companies, and partners – allowing me to improve my communication and problem solving skills every day.

With my current experience, I have the opportunity to progress through the ranks at the university to become a department head, dean, vice rector or rector. But to do so, especially in the education sector, having a PhD degree is key. At the French Cooperation, we encourage our staff to pursue a PhD and allow them to suspend employment contracts in order to do so. I am currently a third year PhD student at the University of Toulon in France.

I would recommend this career path to anyone that enjoys learning and passing on knowledge to younger generations, people who like to communicate with people from all parts of society. Some of the key qualities we look for include: problem solving skills, time management skills, language (at least French or English) and the ability to work under pressure.

Basic requirements  
(i.e. Education level)  
Master's Degree; PhD

Starting salary (monthly)  
300 USD

Progressive salary (after 1+ year)  
500-700 USD

Progressive salary (after 5+ years)  
1500-2500 USD

Main sectors  
Development Agencies; Government; Not-for-profit

Where to study  
Royal University of Law and Economics (RULE); University of Cambodia (UC); International University (IU); University of Puthisastra (UP)

Where to study  
Royal University of Law and Economics (RULE); University of Cambodia (UC); International University (IU); University of Puthisastra (UP)
Whether it’s a common cold or a broken leg, we all need someone to turn to for information when we fall ill or get injured. We need direction from someone who knows us and our family, and about medical treatments.

General Practitioners are Doctors that work in local communities and are the first point of contact for any medical issues a person may face. They provide families with primary and continuing medical care with physical examinations, diagnosis and treatment. They take into account emotional and psychological factors and refer patients to the appropriate places for further monitoring or treatment. They take into account emotional and psychological factors and refer patients to the appropriate places for further monitoring or treatment. They take into account emotional and psychological factors and refer patients to the appropriate places for further monitoring or treatment. They take into account emotional and psychological factors and refer patients to the appropriate places for further monitoring or treatment.

**DID YOU KNOW?**

- Doctors and Physicians are among the highest paid professions, and the job growth in the field is fast.
- The earliest written records of a proper hospital with in-house doctors were in Sri Lanka in the 5th century BC.

**Basic requirements (i.e. Education level)**

- Master’s Degree; PhD

**Starting salary (monthly)**

- 300-400 USD

**Progressive salary (after 1 year)**

- 500-800 USD

**Progressive salary (after 5+ years)**

- 800-1500 USD

**Main sectors**

- Government; Hospital & Clinics; Not-for-profit

**Where to study**

- University of Health Sciences; International University (IU); Health Science Institute of RCFA

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**Doctor**

Praram 9

Dr. Meng Soksearn
Medical Doctor
Praram 9 Hospital

Growing up as a kid who was always getting sick, I decided during high school to pursue a career in medicine to help myself stay healthy. Becoming a Doctor was also a way for me to take care of my family if they happened to fall ill. This was a great motivator. Today, I work part-time as Medical Doctor in two different places: I am the Chief Medical Consultant for Praram 9 Hospital in Thailand, and a permanent Medical Doctor for the International Taiwan Sunrise Organisation in Cambodia.

At Praram 9 Hospital, I meet with patients on a daily basis and give them as much information as possible regarding treatment prices and their medical conditions, as well as providing advice on how to relieve their discomfort. With ITSO, I work with a medical team treating the poor in rural areas of Cambodia. As a Doctor in Cambodia, one of my key missions is to provide free medical consultation and treatment for Cambodians who do not have the means to pay.

Being a Doctor allows me to help people and also build strong bonds with them. One of the greatest joys in my Cambodia job having the opportunity to treat patients as they need treatment with no bureaucratic or financial restrictions, I can take the time to explain to these patients the best way to stay healthy without necessarily using antibiotics, relying more on home remedies and improving sanitation and personal hygiene.

However, working in rural areas also entails a few challenges, notably having to communicate with people in simple language, which is made difficult as there are not always clear translations from English to Khmer. When we work in rural areas, we also do not have access to mobile medical equipment and facilities, thus limiting our capacity to provide an accurate diagnosis.

Many people imagine this profession to help you earn a good salary, but being a Doctor is about more than money. You have a chance to continuously learn from your interactions with people and patients, while helping them understand their illness and how to treat it. My advice for anyone looking to become a Doctor is to volunteer early on in university so you begin to understand the discipline required. Network and build relationships. Medical conferences are a great place to meet employers and fish out internships - and they are often open to the public.
Medical Laboratory Technician

Have you ever wondered what information can be taken from a sample of blood? Or how athletes can be caught taking performance enhancing drugs? There is a lot that we can find out from laboratories.

Medical Laboratory Technicians perform laboratory tests, such as toxicology, chemistry, immunology, microbiology, haematology and coagulation. These tests provide data for Physicians to diagnose and treat patients, assist in life-saving blood transfusions, and reveal any disease or drug present in the blood. Lab Technicians play an important role in preventing and diagnosing diseases like cancer, AIDS and diabetes. They work in public or private establishments, both clinical and research.

***

DID YOU KNOW?

- Lab Technicians are some of the most sought-after positions in the healthcare industry. Forbes magazine listed Technicians as the hardest job to fill in 2013.

- According to a study by Career Cast, Lab Technician was the 5th least stressful job in the medical field.

<table>
<thead>
<tr>
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<th>Starting salary (monthly)</th>
<th>Progressive salary (after 1+ year)</th>
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<tbody>
<tr>
<td>Bachelor’s Degree</td>
<td>250-300 USD</td>
<td>400-500 USD</td>
</tr>
<tr>
<td>Progressive salary (after 5+ years)</td>
<td>600-800 USD</td>
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</tbody>
</table>

Main sectors: Government; Hospital & Clinics; Laboratory; Not-for-profit

Where to study: University of Health Sciences; International University (IU); University of Puthisastra (UP)

Pav Pichsokkim
Medical Laboratory Technician
Calmette Hospital

I have been working at Calmette Hospital for more than 3 years, and am now a Laboratory Technician within the Molecular Biology Unit. Previously, I was on temporary support staff for JICA at the Ministry of Health, just after graduating from the Technical School for Medical Care.

I would say my career path has a lot to do with my upbringing. I spent a lot of my childhood in the hospital where my mother is a full time nurse. I became accustomed to this environment and on top that, science had always been a subject that I was interested in. The idea of working independently and using technical processes was appealing. On top of that, Medical Lab Technicians play a crucial role in helping Doctors make the correct diagnosis on a patient’s health.

Working in the Molecular Biology Unit, I analyse viruses including Hepatitis and Tuberculosis. I am also in charge of newborn baby screening tests, which are undertaken in the Serology Unit.

What I like most about my current position is that I can provide patients with information that they need. Being a Lab Technician means you need to be sure that the results you get back are 100% correct, which means double-checking before giving out the final results. I’ve had the opportunities to train in Singapore and Belgium, in the Mutation Analysis Lab and the Molecular Lab. I would say this motivated me to further my education and pursue a Master’s in Biotechnology. I will start applying for scholarships. You are never too old to learn and the world of science keeps advancing day by day.

Sample preparation can be a big challenge as the Molecular Biology Unit requires a perfectly clean environment. If samples are collected improperly, they can be contaminated, which means you have to start again.

My advice for anyone looking at becoming a Lab Technician is to be industrious, get out and get some hands on experience wherever you can. Be curious and ready to learn, as different laboratories use different techniques. Keep an eye on job websites, as these types of jobs don’t stay vacant for long.
Do you care about people and what makes them tick? Every encounter and event can have an impact on an individual’s mental well-being. Some humans go through difficult times, in which they battle their own thoughts as well as the opinions of their friends and relatives. There’s usually a reason why an individual behaves the way they do.

Psychologists study the human mind. They analyse the emotional, social processes, behaviour and personality of people in order to understand how the mind works. Psychologists often perform controlled social and scientific experiments, psychoanalysis and psychotherapy to gather information about the mind. Psychologists often perform personality of people in order to understand how the emotional, social processes, behaviour and personality of people in order to understand how the mind works.

Psychologists have recognised well over 400 distinct phobias. Did you know? Psychologists can specialise in different fields, such as Medical Psychologist, Behavioral Psychologist, Educational Psychologist, Health Psychologist, Forensic Psychologist, Social Psychologist.

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• Psychologists can specialise in different fields, such as Medical Psychologist, Behavioral Psychologist, Educational Psychologist, Health Psychologist, Forensic Psychologist, Social Psychologist.

Basic requirements (i.e. Education level)

Master’s Degree

Starting salary (monthly)

300-400 USD

Progressive salary (after 1+ year)

500-800 USD

Progressive salary (after 5+ years)

800-1500 USD

Main sectors

Government; Hospital & Clinics; Not-for-profit; Education

Where to study

Royal University of Phnom Penh (RUPP); Cambodian University for Specialties

Where to study

Royal University of Phnom Penh

Mr. Sethul Hoeur

Psychologist

IOM

I have always wanted to become Cambodia’s first professional psychologist and began my career journey in 1999, working for TOI (TOI) in 2000, I received my Bachelor's in Psychology from RUPP, and went on to work for organisations such as L editions, World Vision and Hagar International. In 2011, I completed a Master’s in Arts in Counselling Psychology from De La Salle University in the Philippines. Today I am working for the International Organisation for Migration as National Staff Officer-Psychologist, working primarily with refugees. Over the past two years, I have also been a consultant for Indigo Psychological Services.

My daily responsibilities are numerous: I perform initial assessments, identify urgent mental health conditions and give treatments to newly arrived refugees and migrants. I follow up on cases and coordinate with the appropriate IOM teams to ensure that refugees’ basic needs are met; I ensure the confidentiality of Psychological counselling; and I am responsible for ensuring that general mental care for all refugees is in line with IOM standards, among many other things.

In the future, I plan to pursue a PhD in Clinical Psychology and would like to get involved with Cambodia’s public school guidance counselling program, as well as with private schools.

This job is different to most. As a Psychologist, it is important to have excellent communication skills and absolute commitment to your patients. You will be working with people of various nationalities and cultures, so being able to work in harmony is crucial. A Bachelor’s degree in psychology is sufficient, but a Master’s is always a benefit for your career prospects. This profession is still relatively new in Cambodia and I believe there is a strong need for professional Psychologists to support Cambodians facing difficult issues.
Actuarial Analyst

Do you enjoy mathematics and using statistical analysis to make predictions? Have you ever wondered whether if you could use data to help governments and companies make crucial decisions that can affect the way people gain access to insurance or how financial companies can create new and innovative financial products?

Actuarial Analysts are Mathematicians that help companies predict risks and predict the costs associated with these risks. They have in-depth understanding of mathematics, statistics, investments, economics, politics, regulations, marketing, operations, and distribution, among many other subjects. They use their knowledge to help clients and employers come up with policies, pricing plans and complex financial products, while also providing strategic financial and/or marketing advice. Their primary sectors of work are healthcare, finance, pension and insurance.

Actuarial Specialists use financial models to analyse and understand various sets of data. Because they must analyse such complex data, communication is an important skill set, allowing them to transmit their message to non-technical individuals.

Basic requirements (i.e. Education level)

Master’s Degree

Starting salary (monthly)

300 USD

Progressive salary (after 1+ year)

500-700 USD

Progressive salary (after 5+ years)

1500-2500 USD

Main sectors

Banking, Insurance; Micro-finance

Where to study

University of Puthisastra (UP); National University of Management (NUM); Beltei International University; Cambodian University for Specialties

DID YOU KNOW?

Actuaries are involved in a variety of areas, from insurance to major motion pictures, and have been featured in many Hollywood movies (for example Among Came Holy).

Mr. Joseph Daryl Abesamis

Senior Manager for Risk Management

Manulife Cambodia

I am a Senior Manager for Risk Management at Manulife Cambodia. I joined Manulife in 2011 in Manila, and moved to Phnom Penh in 2014.

As an aspiring Actuary, my roles have generally included Excel skills, problem solving, understanding of mathematics, statistics, investments, economics, politics, regulations, marketing, operations, and distribution. Among many other subjects. They use their knowledge to help clients and employers come up with policies, pricing plans and complex financial products, while also providing strategic financial and/or marketing advice. Their primary sectors of work are healthcare, finance, pension and insurance.

Before joining Manulife, I was doing actuarial valuation of employee retirement plans in an actuarial consulting firm. That was my first job; I worked there for 1½ years. In Manulife Philippines, I was primarily working with other actuaries in developing and pricing new life insurance products. When I was studying at university, I saw that publications were always ranked Actuaries as a top career choice, in terms of technical and business skills.

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Financial Analyst

Do you have to do research before making an important decision? What do you think would happen if you threw yourself into a business decision without evaluating the current economic climate? Research helps you to make an informed decision based on current trends while taking numerous different variables into account.

A Financial Analyst helps companies and clients understand current market and industry specific trends in order to allow them to make key business decisions. The Financial Analyst is responsible for undertaking macro and microeconomic research, along with analysis of industry-specific data trends, to form recommendations for clients looking to buy or sell investments. They continuously stay on top of current events, prepare detailed reports, valuations and financial models. Research and mathematics are key skills required for this position.

Basic requirements (i.e. Education level)

Master’s Degree

Starting salary (monthly)

300 USD

Progressive salary (after 1+ year)

500-700 USD

Progressive salary (after 5+ years)

1500-2500 USD

Main sectors

Banking; Micro-finance; Public Sector

Where to study

University of Puthisastra (UP); National University of Management (NUM); Beltel International University; Cambodian University for Specialties

DID YOU KNOW?

• A Financial Analyst doesn’t actually invest in stocks, bonds or other financial tools. The Analyst has a strictly advisory role.

• There are two types of Financial Analysts: buy-side and sell-side.

Mr. Varabott Ho
Managing partner
KYNN & CIE

I studied finance in Europe, graduating with a Bachelor’s degree in Finance and Business. I’ve been working for nearly 20 years in the finance industry.

Officially, the title of Financial Analyst or Junior Financial Analyst is only given once you’ve finished your CFA. So as I was studying for the CFA, I began working as an Analyst with Investment Managers for the first 3 years. In Cambodia, the term financial analyst is used to describe many people working in the sector, but the reality is that it takes at least two years of work and effort to truly reach that position.

Once you earn your CFA, to become a strong Financial Analyst you need to work for an additional five years in a bank to be understand the vast responsibilities of a Financial Analyst. There are two types of Financial Analysts: the Generalist, looking at all industries, and the Specialist, who focuses on specific industries (telecom, energy, insurance, utilities, pharmaceuticals, etc.)

Originally, my family wanted me to become a doctor. But to me, numbers, valuation, modeling and economics were far more interesting, and we were living in a time when finance was becoming more and more important. This created lots of job opportunities, so the timing was perfect for me. Even now, new technologies, like the online world, are forever creating new jobs in finance. What I enjoy most about this position is the responsibilities you are given. I was responsible for the tech and telecom industry. When I started, this was very exciting as it was the beginning of the internet age. Google, Yahoo, eBay—everything was brand new.

As a Financial Analyst your day starts with finding out what is going on in the world of finance and understanding the impacts for the industry and your clients. Then there is a morning meeting to recap and share what is going on—and that’s all before 9 a.m., when the markets open. All Investment Managers, and anyone looking to progress through the ranks of finance, must have the CFA. To take the CFA, Cambodian candidates must go to Vietnam, Singapore or Thailand. But once you have the CFA, the opportunities are endless.
With the help of Mechanics, many modes of transport can be repaired and improved to be used longer and more efficiently. If no-one knew how to repair vehicles, they would be thrown out as soon as they stopped working, wasting valuable resources.

Mechanics inspect vehicles and perform basic and advanced maintenance on them. Mechanics can specialise in motorcycles, cars, buses, farm machinery or cover all. They will repair and maintain bodywork, engines, transmissions, brakes, cooling systems and on-board system maintenance, including electrical wiring, among other things. Mechanics will also perform preventive maintenance to ensure the safety of other things. Mechanics will perform basic maintenance, including electrical wiring, among other things. Mechanics will also perform preventive maintenance to ensure the safety of drivers before any issues occur with the vehicle.

**Mechanic**

<table>
<thead>
<tr>
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<th>Progressive salary (after 1+ year)</th>
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<tbody>
<tr>
<td>Vocational Training; Bachelor's Degree</td>
<td>350 USD</td>
<td>500-600 USD</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Progressive salary (after 5+ years)</td>
</tr>
</tbody>
</table>

**Main sectors**

- Car & Automotive;
- Hospitality;
- Manufacturing

**Where to study**

- Chea Sim University for Kamchaymear

**DID YOU KNOW?**

- The title of “Mechanic” can apply to almost anyone involved with the monitoring, installation, maintenance and repair of mechanical devices.
- As vehicle technology improves, new tools must be purchased to keep all vehicles in top condition.

The Cambodian economy is booming and today we can see a number of car and tractor companies settling in Cambodia. The demand for quality mechanics and technicians will only continue to grow, as will the opportunities for them to branch out and start their own repair shops. My advice to anyone looking to become a Mechanic is: get through technical vocational training, have the theories embedded in your head, get first hand experience and skills, make the most of every challenge, and brush up on your English skills.

**Mr. Vuthy Hong**

**Workshop Supervisor**

**TATA International Cambodia**

Over the past two years, I have been working for TATA International Cambodia, which supplies Farmtrac Tractors to the market. I am currently a Workshop Supervisor. Prior to this position, I was a basic mechanic, repairing and maintaining dump trucks, excavators and other heavy equipment.

Making the move to TATA International made a lot of sense to me. Aside from the fact that I would benefit from professional exposure in a multinational company, I was drawn to the idea of providing Cambodia with something it needed – machinery for agriculture. After all, Cambodia has always been an agricultural country.

I am in charge of the tractor workshop, where all the work on tractors gets done. My main duty at the moment is to take care of new tractor stocks and deliveries, which means doing pre-delivery inspections. A lot goes on in a workshop - no two days are ever the same, and that is something I enjoy most about my work. Making sure customers receive their orders to expected standards, and on time, is a challenge that I enjoy taking on every day.

To improve my skills, and therefore my employer’s need to retain me, I undertook training in a tractor factory in India last year. This helped me build my knowledge about tractors and allowed me to come back to share this among my team to ensure we were all on the same page and could provide the best service possible. I believe that by improving myself at work, I will be able to advance in my career and with the company.

The Cambodian economy is booming and today we can see a number of new and tractor companies setting in here. The demand for quality mechanics and technicians will only continue to grow, as will the opportunities for them to branch out and start their own repair shops. My advice to anyone looking to become a Mechanic is: get through technical vocational training, have the theories embedded in your head, get first hand experience and skills, make the most of every challenge, and brush up on your English skills.
Scholarship Guide

Higher education is crucial for students looking to break employment barriers, however it has not always been accessible to the large portion of students who do not have the financial backing for full tuition. The same is true for students who need to go abroad to study in their chosen fields.

The Cambodian government has taken significant steps to ensure that higher education opportunities are more accessible to its graduating high-school students. Between 2009 and 2013, student enrolment climbed to 207,000, and scholarship grants reached 4,200. There are also various scholarship options available via foreign governments to study abroad. Here is a scholarship guide to help your search:

Australia Awards Scholarship

About: The Australia Award Scholarship aims to provide students from developing countries the opportunity to undertake university studies in Australia. Since reopening its programme in Cambodia in 1994, Australia has welcomed more than 600 Cambodian students through the Australia Awards Scholarship.

Studies: Post-graduate studies (Master's Degree)

Subject: Any – focus on: Infrastructure; Agriculture; Health; Education Management; Trade.

English requirements: 6.5 IELTS or TOEFL equivalent

What does the scholarship cover: Full university tuition; housing allowance; basic medical insurance; monthly living stipend; travel cost to and from Australia.

Fun fact: Approximately 50 Australia Awards are available to Cambodians for postgraduate studies in Australia every year.


More information: http://www.australiaawardscambodia.org

Chevening Scholarship Programme

The UK has played an active role in supporting the development of young Cambodian leaders since 1993 through its Chevening award scheme. To date, 96 students have received this scholarship to study in the UK. The global programme was set up in 1983 to offer future leaders, decision makers and influencers of the business world the opportunity to access world renowned universities that will give them extensive networking opportunities while allowing them to develop their skills within a new culture and among a diverse group of people. The Chevening scholarship is aligned with Cambodia's push for STEM-oriented careers. While the program is open to any subject, British Ambassador Bill Longhurst says students looking to study STEM subjects would be particularly welcomed.

Studies: One-year post-graduate studies (Master's Degree)

Subject: Any – focus on: STEM; Climate Change; Education Management; Environment Management; Infrastructure; Public Administration; Urban Planning

English requirements: 6.5 IELTS / 79 TOEFL iBT

Scholarship Benifits: Full university tuition; monthly stipend; travel cost to and from the UK; visa fees

Fun fact: In 2015, the British Embassy selected 16 of Cambodia’s brightest post-graduates, four-times the number of students in 2014.

How to apply: http://www.chevening.org/apply

More information: http://www.chevening.org/cambodia

French Government Scholarship (BGF)

About: With more than 288,000 foreigners attending French universities in 2013, France is the third leading recipient of foreign students, behind the US and the UK. France is the 2nd biggest destination for Cambodian students, behind Thailand, with about 600 Cambodian students going there to study each year.

Studies: Postgraduate studies (Master's Degree) and doctoral studies (PhD.)

Subject: Any - focus on: Engineering Science; Agronomy; Health; Law; Social Sciences; Languages and Literature; Tourism; Architecture and Urban Development

English requirements: Minimum DEFL B2

What does the scholarship cover: Full university tuition; housing allowance; basic medical insurance; monthly living stipend; travel cost to and from France; enrolment fees

Fun fact: Each year, the French government allocates 500,000 euros in scholarship funds to the French Embassy in Cambodia.


More information: http://www.ambafrance-kh.org/Espace-Campus-France-E2%80%8B%E2%80%8B-un-lieu

Other notable scholarships

Fulbright Scholarships: http://cambodia.usembassy.gov/fulbright_announcement.html


EU - Erasmus Mundus Scholarship Program: http://eeas.europa.eu/delegations/cambodia/more_info/study_in_the_eu/scholarships/index_en.htm
The New Zealand Aid Program:
EU - Erasmus Mundus Scholarship
http://eaeu.europa.eu/delegations/cambodia/more_info/study_in_the_eu/scholarship/index_en.htm

Fullbright Scholarships:
http://cambodia.usembassy.gov/fulbright_announcement.html

EU - Erasmus Mundus Scholarship
http://eaeu.europa.eu/delegations/cambodia/more_info/study_in_the_eu/scholarship/index_en.htm