
CURRICULUM VITAE

JOSEPHINE WAN-WEN HADIKUSUMO

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- **Managing Partner – CJ Liew & Co** www.cjliew.com – Practice focused on Corporate, Conveyancing, Conciliation, Compliance and Cross-border transactions (5-Cs Practice)
- **Director & Principal Trainer – Asia Mediation Centre – Senior Trainer at the Singapore Mediation Centre** - Dispute Resolution Consulting, Training and Accreditation
- **Corporate Counsel in US MNC (last position)** – Business-fluency & extensive regional & cross-border experience supporting sales and manufacturing operations in Asia
- **Advocate & Solicitor with Broad Regional Experience: 20 years PQE** - Admitted in three jurisdictions; Private Practice, Academia; Corporate Counsel supporting Asia: Singapore, Malaysia, Australia, Vietnam, Thailand, India, Philippines
- **Multiple Language Skills** – I speak, teach and mediate in Malay, Mandarin, Cantonese and Bahasa Indonesia.
- **Director, Board of the Singapore International Mediation Institute** www.simi.org.sg

Professional Qualifications	Solicitor of the Supreme Court of New South Wales, Australia	2002
	Advocate and Solicitor of the High Court of Sabah & Sarawak	2001
	Advocate and Solicitor of the High Court of Malaya	2000
	Associate Mediator, Singapore Mediation Centre	2010
	Fellow of the Academy of American and International Law	2013
	Adjunct Faculty, Singapore Mediation Centre	2011-Present
Education	Master of Laws (LLM) - Bond University, Queensland, Australia	2002
	Bachelor of Laws (LLB) - The University of Melbourne, Australia	1999
Professional Experience	Managing Partner – CJ LIEW & CO	2019 - Present
	Regional Legal Counsel (Asia) - TEXAS INSTRUMENTS, Singapore	2011-2019

- Legal support for Texas Instruments (TI) operations in Asia, including the manufacturing sites and sales entities, together with the main logistics and product distribution hub, with a combined population of more than 10,000 employees.
- On Leadership Committee and Management teams for three TI entities in Asia: TI Singapore (Asia Sales HQ; Logistics & Distribution Hub), TI Malaysia (Manufacturing & Sales, Kuala Lumpur and Penang), and TI Electronics Malaysia (Manufacturing entity, Melaka); Regional legal team lead for audits, distribution & sales, compliance training.
- **Project-based responsibilities:** Strategy planning and execution for post-merger/acquisition integration of people and processes through corporate restructuring and voluntary separation programs; providing legal support for Social Responsibility audits on TI's various manufacturing sites in Asia.
- **Day to day responsibilities:** Problem-solving, conflict and crisis management, dispute resolution, litigation management, risk-assessment, ensuring compliance with legal-regulatory or internal company codes, managing projects and people (including external counsel), settlement negotiations, process creation and document drafting.
- Creation and deployment of policies and training on high-risk areas of compliance which include anti-corruption and anti-competition issues.

Practice/In-house **Regional Counsel -PharmaNet Group / INVENTIV Health, Singapore** 2008-2011

- Legal support for a listed US MNC's pharmaceutical/clinical industry-related operations in Asia-Pacific, including support for HR, Finance and Business Development functions for 12 countries.
- Development and deployment of processes, compliance guidelines and legal risk management criteria in clinical outsourcing and healthcare.

Partner – Messrs Wan & Co, Sabah, Malaysia 2003-2008

- Sole proprietorship – main practice areas included corporate commercial advice on mergers, restructuring, joint-ventures and alternative dispute resolution.

Associate – Zaid Ibrahim & Co, Kuala Lumpur, Malaysia 2001-2003

- Began legal career in the largest firm in Malaysia (formerly Andersen Legal) as an associate in the Project Finance department
- Main responsibilities included negotiating and drafting Engineering Procurement and Construction Agreements for large-scale projects, due diligence exercises for mergers, acquisitions and listings, and providing general advice on commercial legal matters.

Academia **Principal Trainer** – Asia Mediation Centre (AMC) 2019 - Present

Speaker/Expert Assessor **Senior Trainer** – Singapore Mediation Centre (SMC) 2011-Present

Director of Corporate & Legal Training – Texas Instruments 2011-2018

Adjunct Lecturer – Singapore Management University (Law) 2010

Lecturer – University Malaysia Sabah 2005-2008

Lecturer – University Malaya, Kuala Lumpur (Law) 2002-2003

Speaker, Panelist, Expert Assessor 2004-Present

- Subjects taught at University include: Contracts Law, International Trade Law, Ethics and Social Responsibility, the Malaysian Legal System, Alternative Dispute Resolution, and Public & Private International Law.
- **Special Project: Working with the Fijian Judiciary and bar as part of an ongoing effort to improve access to justice in a developing country through the provision of mediation training, and human and physical capital development in the area of alternative dispute resolution; these efforts contributed to the development of the Fijian Mediation Centre (2012-2019).**
- Trainer and assessor – Part B Solicitors' Examinations and the SMC (SG) and AMC (MY) Mediator Accreditation Program
- Trainer and assessor for various government ministries and institutions in Malaysia, Singapore and Fiji on the subject of alternative dispute resolution (ADR)

MOST RECENT notable engagements:

- Speaker at the University Southern California Gould Centre for Dispute Resolution Annual Symposium (2021)
- Trainer for the Professional Mediation Accreditation Course in Malaysia (2020 & 2021)
- Delegate at the United Nations Convention of the International Trade Law (UNCITRAL) Working Group II meeting in New York City for enforceability of mediated settlements (2019)
- Speaker at the Asia-Pacific Council of American Chambers of Commerce on Dispute Resolution (2018)
- Speaker at the Internet Of Things (IOT) Asia & Legal Tech Conference, Singapore (2018)
- Panelist at the International Bar Association (IBA) Conference, Sydney (2017)
- Speaker at the Global Pound Conference, Florence, Italy (2017)
- Trainer & Assessor at the Workshop for Mediation & Accreditation (Fijian Judiciary), Fiji 2016, 2017 & 2018
- Panelist at UNCITRAL, on enforceability of mediated settlements, Vienna (2016)
- Panelist at the International Bar Association (IBA) conference, Hong Kong (2016)
- Speaker at Plenary & Closing panels, Global Pound Conference, Singapore (2016)
- Speaker at the Silver Jubilee & Congress Week, Singapore International Arbitration Centre (2016)
- Speaker at the Taipei International Conference on Arbitration & Mediation (2016)
- Speaker at the International Financial Law Review Southeast Asia Forum (2015)

Other Highlights **Director - The board of Singapore International Mediation Institute** 2014-Present

- Established as a standards-setting board for the professionalization of mediation and supported by the Ministry of Law, Singapore – www.simi.org.sg

Working Group Member (Hong Kong) – Rules on Arbitration & Mediation 2017

- Review of draft rules on arbitration and mediation organized by the Hong Kong International Arbitration Centre (HKIAC)

Working Group Member (Singapore) - White Paper on Mediation 2013

- Appointed by Chief Justice Sundaresh Menon to propose plans to develop the international commercial mediation landscape and infrastructure in Singapore.
- The White Paper led to the creation of two entities: The Singapore International Mediation Centre (SIMC) and the Singapore International Mediation Institute (SIMI)

Executive Committee – Singapore Corporate Counsel Association 2016-2019

- An association representing the in-house/corporate counsel community in Singapore

Founder & President – NGO -Youth Outreach (Malaysia) 2005-2008

- Founded CARYS, a 5,000 member NGO dedicated to empowering children and teens – chaired a committee of 12.
- Appointed to the Sabah Youth Consultative Council, an advisory body that formulates policy implemented by the Ministry of Youth and Sports – chaired a committee of 25.
- Pioneered the first database on Youth Psycho-Social Behavioral Patterns in East Malaysia in collaboration with the State Government and University Malaysia Sabah.
- Conceptualized and implemented the “Choose L.I.F.E.” Campaign 2006-2007 and created a national record in the “Malaysia Book of Records” – chaired a committee of 35; from 25 schools and 5 NGOs.

Notable Awards **“The Most Outstanding Young Person” Award** 2007

- Humanitarian, Children and World Peace category

Academic Awards 1999-2000

- Law School Scholarship Award (Doctor of Legal Science)
- Dean’s Bursary Award for Academic Achievement (Master of International Relations)
- Vice-Chancellor’s Award for Academic Excellence (Master of Laws)
- Dean’s List Award for Academic Achievement (Master of Laws)
- Law School Scholarship Award (Master of Laws)

Elected Class Representative, Academy for American and International Law 2013-2014

- Conducted by the Centre for American and International Law in Texas

Articles **“Sense & Sensitivity: Sexual Harassment Laws & Policies in Malaysia”, *Women in the Era of Globalisation*, University Malaysia Sabah Press 2004**

“Recent Developments in International Mediation: Singapore’s Unique Approach”
Hadikusumo, Josephine and Chua, Eunice (2019).
SSRN: <https://ssrn.com/abstract=3334782> or <http://dx.doi.org/10.2139/ssrn.3334782>

Passion **Authentic communicator, teacher and writer who is passionate about engaging people, solving problems, and creating value and opportunities through innovation.**