BMVN.



Hoang Anh Nguyen, a special counsel in our Ho Chi Minh City office, has over ten years specializing in employment, compliance, corporate and commercial matters. He has worked on various M&A, restructuring and investigation projects.
Hoang Anh can assist in a diverse range of legal issues that affect the day-to-day operation of business entities such as corporate governance and commercial contracts. His primary practice areas are now employment and compliance, with a focus on workforce reorganizations, labor disciplinary actions, and anti-corruption investigations. He was also seconded to closely support or manage the local legal and compliance functions for some of our clients in manufacturing, healthcare and IT industries.

Before joining Baker McKenzie, Hoang Anh worked as an in-house counsel for Toyota Motor Vietnam and took charge of legal issues in manufacturing, marketing and distribution operations.

Professional Experience

Representative Legal Matters

Employment

- Worked as project manager in conducting a legal compliance audit for the HR division of the Vietnam entity of a global leading beverage manufacturer, covering all policies, processes and templates of the HR Department, including those related to recruitment, termination, data privacy and internal electronic approval.

Location & Information

Hanoi

+ 84 24 3825 1428

Practices

Investigations, Compliance & Ethics

Languages Spoken

English / Vietnamese

- Advised an American multinational conglomerate corporation throughout a complex workforce restructure process, including advice on termination of employees and other legal issues arising from the reorganization, preparation of step plans and documents, and conducting various termination discussions with employees.
- Assisted a joint venture insurance company to conduct a restructure that converted sales employees to individual insurance agents.
- Handled various employment termination cases, which required strategic advice, contract preparation and negotiations with employees.

Compliance

- Was assigned to support and manage the legal and compliance functions in one of the world's largest tool manufacturing companies, taking charge of compliance program integration, risk assessments and day-to-day legal advice in their local facility.
- Worked as project manager to assist a multinational computer technology company in a complex and delicate compliance investigation, including a review of the entire distribution process, interviews with local managers, and intensive communications with the local police authority.
- Assisted a European market-leading company in heath and life science industry to deal with various inquiries and summonses from the police and inspectorate authorities at both provincial and central levels (as a result of the criminal investigations into corruption schemes related to procurement of medical devices for public hospitals), including drafts of written responses, review of internal data, on-site supports and trainings to the client's employees.
- Was seconded to a foreign-invested company that operates a large group of hospitals and clinics in Vietnam, with a focus on corporate governance, internal policies and legal compliance.

Automotive, commercial and corporate matters

- Played a key role in drafting pro forma distribution agreements for Japanese automotive companies in relation to their dealer networks in Vietnam.
- Assisted a foreign investor in drafting and negotiating a joint venture agreement with local partners for the establishment of a telecommunications company in Vietnam, including preparing various internal corporate approvals and explanatory documents to apply for the investment project and company registration.
- Worked as a secondee for one of the world's largest and highest-valued multinational companies in the computer and technology industries to implement and expedite a massive investment project for their production in Vietnam.

- Was seconded to the Vietnam entity of a multinational corporation in the fast-moving consumer goods industry, handling high-value commercial contracts and related legal issues targeting manufacturing, marketing, and customer development functions.
- Worked on various advice covering a wide range of legal issues arising in a Japanese automotive manufacturer's day-to-day business and production such as product registration, workforce management, technology transfer, product liability, marketing and distribution.

Qualifications & Education

Admissions

- Vietnam, 2023

Education

- Hanoi Open University (Bachelor of Laws) (2017)
- Foreign Trade University, Hanoi, Vietnam (Bachelor, in International Business Law) (2011)