



IBC Executive Committee Profile

Ms. Paula Nicolas Cambodia Country Head at Talentnet Cambodia Company Limited



Paula Nicolas is an accomplished HR and Executive Search professional with over 20 years of experience in multiple regions and industries. With a versatile background, she brings a unique perspective and comprehensive skill set to her role as Cambodia Country Head at TALENTNET. Overall, she brings extensive HR Consulting and Executive Search experience, a strong track record of success, and a deep understanding of the Asia Pacific region to her role as Cambodia Country Head.

In her 14 years in the Asia Pacific region, Paula has achieved a proven track record of success.

- She has played key roles in starting up two financial services companies, overseeing HR operations and processes, and hiring over 50 employees within tight schedules.
- As the HR Consulting Managing Partner for a local HR services firm, she handled various HR projects including rewards, employer branding, employee value propositions, HR audits, employee engagement surveys and L&D.
- Previously, Paula served as the Head of HR for a prestigious Legal and Tax firm with a strong presence in Cambodia, Laos, Myanmar, Vietnam, and Indonesia. In this position, she ensured seamless coordination and alignment of HR operations across multiple countries.

Paula began her career in executive search and talent acquisition specializing in professional services, healthcare, and financial services, having worked in London and Hong Kong for brands such as Bank of America and Global Sage.