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## CV.

### Kieran Glover

Independent Strategic Advisor

Business Strategy · Operations · Digital Transformation

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## Overview.

I work independently as a strategic advisor, supporting organisations at the intersection of business strategy, operations, and digital transformation.

Over the past decade, I've worked across complex transformation and delivery initiatives within professional services, legal, financial, and institutional environments.

My focus is on bringing clarity where systems, incentives, and execution intersect—ensuring technology and process decisions support durable commercial outcomes rather than short-term complexity.

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## Experience.

### **TwD / Head of Business Strategy**

December 2025 - Present

In an advisory capacity, I support TwD on strategy development, commercial positioning, business development, and selective operational improvements. I work closely with leadership on shaping service offerings, structuring proposals, and supporting enterprise-level client conversations. To date, I've contributed to the expansion of TwD's commercial footprint and the introduction of its capabilities to large enterprise clients.

### **DFDL / Business Services Coordinator**

September 2024 - December 2025

Continuing to work directly with the country director of DFDL Cambodia, my key responsibilities include streamlining operations (particularly new automated reporting workflows) and being the sole product owner/designer and developer of the DFDL Connect platform that received board-level "buy in" during September 2024.

### **DFDL / Operations Efficiency Consultant (Director's Office)**

Feb 2024 - September 2024

Working directly with the country director of DFDL Cambodia, I worked across all major business units to analyse and introduce cloud based solutions for tracking legal matters, pipeline reporting, social media management and time tracking reporting. Alongside this, I also introduce a portfolio of AI tools to support the advisory team gathering timely and relevant legal information for clients.

Finally, I successfully led the introduction of a new platform (DFDL Connect) that provides a digital-first solution to solve the increasingly complex and competitive areas of corporate registration and corporate secretarial work in Cambodia. The platform focuses on ease of use and automation to deliver a cost-effective solution for clients.

### **UNDP / Senior Product Designer (Consultant)**

October 2021 - December 2023

Consulting with the chief digital office, I was responsible for the end-to-end delivery of a variety of initiatives including the Integrated SDG Reports Website, the Data Futures Platform, the Digital X Website and AI Assistant and the central UNDP website.

### **Mäd / Managing Director**

June 2022 - Feb 2024

Leading, managing and delivering the strategic objectives of Mäd. During my tenure, we served global international organisations such as the WHO and GIZ and multi-million dollar banking clients across South-East Asia, with the overarching objective to make meaningful change through technology. My key achievements included growing gross profit by 25% year on year, the successful delivery of several products in commercial banking, significantly developing our public sector client base, overseeing the launch of the new Mäd website and positioning and managing the transition of the firm to become a fully remote organisation.

### **Mäd / Head of Design (Senior Partner)**

September 2020 - June 2022

Serving leading local and international companies across a range of sectors. Based in our HQ in Cambodia and actively working on the management, design, and development of digital transformation solutions for the country's largest regional banks, property development firms, and corporate groups among other SMEs.

### **Mäd / Digital Product Designer**

September 2018 - September 2020

Working on the delivery and launch of a range of design and development projects for some of South East Asia's leading companies and brands.

### **EuroCham Cambodia / Communications Specialist**

June 2017 - July 2018

Managing the communications team for the largest Western business association in Cambodia, ensuring that the activities continue to reach a wide audience, boosting the number of attendees and ensuring EuroCham remains a leading voice for compliant European businesses.

### **Digital Marketing / Settled London**

May 2015 - Aug 2015

Working to disrupt the traditional estate agency sector, working as

part of a small marketing team to improve the social media strategy and content marketing help with growth. Alongside this, I was often drafted in as a copywriter and editor of company documents.

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## Education.

### **CamEd Business School / Diploma in Cambodian Business Law**

2025

An intensive postgraduate diploma program covering the essential elements of the Cambodian legal system, the formation and constitution of companies, the legal personality of companies, labour law, contract law (civil code), property law, the management, capital and financing of companies, Corporate governance and ethics and dispute resolution and insolvency.

### **University of Winchester / M.A. Digital Media Practice (UX Design Pathway)**

2015 - 2016

During my Masters program we were required to undertake projects based learning and research in our chosen discipline. My main area of focus was user experience design, development and digital design for a modern economy.

### **University of Winchester / B.A Business Management**

2012 - 2015

Received first class honours and was actively involved in a handful of extra curricular activities and societies such the international Society (chairman 2013-2014), research apprenticeship certificate in new media marketing project (summer 2014) and an investment and trading society member 2012-2015.

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## Certificates.

### **Università Bocconi / Private Equity and Venture Capital**

2023

As my career progressed, I wanted to develop my personal interest in finance and investing more deeply. This led me to undertake a certificate from the esteemed Università Bocconi in private equity and venture capital. Material covered include legal and tax structures for private equity, management of private equity, fund management and fund-raising and company valuations such as DCF and other financial modelling basics.

### **World Bank / Unlocking Investment and Finance in Emerging Markets and Developing Economies (EMDEs)**

2022

As I continued to work closely with the international public sector, I wanted to understand the intricacies of the financial landscape of EMDEs and the role of the World Bank Group in supporting the mobilisation of finance to support the SDGs.

## **UNDSS / BSafe Certification**

2022

As part of my onboarding with UNDP, I was required to undertake the BSafe certification program. The course is mandatory for all UN personnel and is designed to enhance awareness of security in different situations.

## **UNICEF / Prevention of sexual harassment and abuse of authority (PSHAA)**

2022

As part of my onboarding with UNDP, I was required to undertake the PSHAA certification. The course provides "guidance on the UN's policy and procedures on harassment with a view to fostering the creation of a harmonious working environment, free from intimidation, hostility, offence and any form of discrimination or retaliation.

## **UNICEF / Action to end child sexual exploitation and abuse (PSEA)**

2022

As part of my onboarding with UNDP, I was required to undertake the PSEA certification. The course is "designed to raise your awareness about Sexual Exploitation and Abuse, become familiar with a range of measures to combat Sexual Exploitation and Abuse, understand the impact of Sexual Exploitation and Abuse on victims and the consequences for UN Personnel who commit Sexual Exploitation and Abuse."