

# Almaz Kasymbekov Salmoorbekovich

## EDUCATION

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**Academy of Public Administration  
under the President of the Kyrgyz Republic**  
Master degree, Public Policy and Administration

Bishkek, Kyrgyzstan  
August 2018 – June 2020

**University of Minnesota Law School**  
**Hubert H. Humphrey-Fulbright Fellow**

Minneapolis, MN, USA  
August 2010 – June 2011

**Kyrgyz-Russian Slavic University,**  
**Specialist Diploma in Law,**

Bishkek, Kyrgyzstan  
August 19, 1996 – June 26, 2001

- Diploma with distinction

## MEMBERSHIPS AND ADMISSIONS

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Member, "Association of Judges of the Kyrgyz Republic"  
Attorney's License, Ministry of Justice

August 2015 – Present  
March, 2007 – Present

- *licensed to practice law in Kyrgyzstan*

Board member, Association "Lawyers of Kyrgyzstan"

2016 – 2019

Member of the Public Council of the State Property Fund  
under the Government of Kyrgyzstan

2014 – 2017

## PROFESSIONAL EXPERIENCE

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**Judicial Independence Program Officer**  
**USAID Ukuk Bulagy Project**

January 2022 –Present  
Bishkek, Kyrgyzstan

- Develop, lead, manage, and evaluate Component 1 activities
- Successful and timely implementation of Project's Component 1 strategy and activities
- Supervises and coordinates the work of Judicial Liaison Specialist

**Judge**  
**District Court for Sverdlovskiy district of Bishkek city**

August 2015 – December 2022  
Bishkek, Kyrgyzstan

- Conducted hearings on civil and criminal cases
- Resolved more than 6000 cases and materials
- Coordinated the Court of Elders for Sverdlovskiy district
- Performed duties of Press Secretary of the Sverdlovskiy District Court
- Participated in workshop and seminars in judgeship training and hearing of certain categories of cases

**Lecturer for the Criminal Law, Criminal Procedural Law Courses**  
**American University of Central Asia**

January 2020 – Present  
Bishkek, Kyrgyzstan

- Teaching theoretical and practical aspects of Criminal Law and Criminal Procedural Law
- Supervising students' research activities and guidance
- Prepared syllabuses and created course materials, including lecture notes and cases

**Lecturer on Audio-Video Recording of Court Sessions Course**  
**High School of Justice Under the Supreme Court of Kyrgyz Republic**

Jan 2020 – Present  
Bishkek, Kyrgyzstan

- Teaching theoretical and practical aspects
- Developed training manual

**Director General** Sept 2014 –Dec 2015  
**“ArhiStroyServis” LLC** Bishkek, Kyrgyzstan

- Monitored the Company's daily operations and supervised the undertakings of each of its operational units and organizational sections
- Drafted the Company's income and expenditure budget, contracts with employers and customers

**National Legal Consultant** Nov 2014 –Dec 2015 (part time)  
**Food and Agriculture Organization of the United Nations** Bishkek, Kyrgyzstan

- Supported the local and international consultants and experts in preparing the draft Phytosanitary Regulations and the Organic Production Law in line with the international standards, acted as a resource person
- Revised national legislation on Animal Identification and Traceability and prepared proposals for making changes

**Director** May 2013 –Sept 2014  
**LLC «ZETH Standards»** Bishkek, Kyrgyzstan

- Oversaw staff operations, business planning and budget development
- Directed the staff in effective and efficient procurement, quality control and operations
- Planned, directed and set the strategic direction of production and manufacturing processes

**Director General and Attorney** Jul 2006 – May 2014 (part time)  
**Law Firm “Archont” LLC** Bishkek, Kyrgyzstan

- Provided client consultation on business start-up matters such as:
  - choosing the legal structure of a new business and establishing and registering companies
  - complying with legal requirements (licensing, certification, taxation) for engaging in certain businesses
- Provided protection of clients’ rights on criminal and civil cases in the courts

**Head of Procurement Department** Apr 2012 – Mar 2013  
**Manas International Airport** Bishkek, Kyrgyzstan

- Integrated the system of needs identification of the company and selection of potential suppliers
- Improved the processes of bid solicitations, selection of suppliers, negotiation, contract awarding, accepting delivery and inspection of products and services
- Designed and implemented innovative purchasing and procurement strategies across the company
- Acted as a liaison between the procurement unit and other departments and led procurement staff of 24 employees

**Director General** Aug 2011 – Apr 2012  
**Manas Airways** Bishkek, Kyrgyzstan

- Ensured meeting the goals following the policy, basic operating guidelines, operational and implementing development plans and annual budget of the company
- Organized and managed the administrative, financial and human resources of the company
- Submitted the reports on the company’s activities and implementation of the development plans and annual budgets as well as balance sheets, income statements and other reports for review of the general meeting of shareholders.

**Intern, Agricultural Marketing & Development Division  
Minnesota Department of Agriculture**

Jan 2011 – Mar 2011  
St. Paul, MN, USA

- Worked closely with the Marketing Division personnel
- Assisted higher-grade managers on collecting information and conducting analysis of ongoing projects
- Gained knowledge and understanding of agricultural business

**Deputy Director General  
Kyrgyz Agricultural and Food Corporation**

Jun 2009 – Aug 2011  
Bishkek, Kyrgyzstan

- Managed the development and implementation of the Strategic and Operational plans
- Conducted marketing research, developed investment projects and interacted with potential donors and investors and implemented statutory acts development control in the field of food security
- Organized human resources and document management systems, oversaw legal compliance with laws, monitored organizational security, performed marketing and data confidentiality, analysis and auditing and supervised staff of 17 employees

**Executive Director  
Association of Microfinance Institutions (AMFI)**

Dec 2005 – Jan 2006  
Bishkek, Kyrgyzstan

- Set up systems of documentation, accounting and reporting
- Organized an effective coordination system between Board of Directors and shareholders
- Oversaw growth, development, expansion of membership and established its network

**Chief of Division  
Main Department for the Administration of Punishment (GIUN)  
Ministry of Justice**

Oct 2002 – Nov 2005  
Bishkek, Kyrgyzstan

- Managed the development of statutory acts and provided legal expertise
- Designed and implemented four projects aimed at humanization of criminal justice

**Legal Advisor  
Kyrgyz Agricultural Finance Corporation JSC**

Oct 2001 – Sept 2002  
Bishkek, Kyrgyzstan

- Provided legal advice to clients including on crediting and loan security
- Drafted written appeals to the lower and higher courts
- Protected corporation's interests in the courts and government agencies

## **PROFESSIONAL DEVELOPMENT**

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- Intensive Programme in European Law and Economics. Riga Graduate School of Law (RGSL). (*Riga, Latvia, May 21 - Jun 28, 2018*)
- Comprehensive training program for newly appointed judges. High School of Justice Under the Supreme Court of Kyrgyz Republic. (*Bishkek, Kyrgyzstan, Feb - Mar, 2016*)
- The John Smith Fellowship Program (*Edinburgh, London, UK, Jun 8 – 29, 2012*)
- Peacebuilding through Restorative Dialogue Training. Human Rights Center, University of Minnesota (*Minneapolis, MN, USA, Mar 14-18, 2011*).
- Symposium, "International Rights, International Wrongs: The Use of Criminal Law to Protect Human Rights". University of Minnesota (*Minneapolis, MN, USA, Sept 28, 2010*).
- Pre-Academic Orientation and Training Program. International English and Professional Programs, UC Davis Extension (*Davis, CA, USA, May 24 – Aug 15, 2010*)
- Regional Program on Human Rights. Raoul Wallenberg Institute

(Lund, Sweden, Oct 9 –Nov 3, 2006), (Tirana, Albania, May 21 – 25, 2007)

- Course on Development of project proposals based on logical framework approach (LFA). Dan Church Aid (Saint-Petersburg, Russia, Feb 1 – 5, 2005)
- Training Program on Restorative Justice. De Montfort University. Centre for Social Action (Moscow, Russia, Dec 12 – 15, 2004)
- International Management Education Program. Entrepreneurship Development Institute of India (Ahmedabad, India, Sept 27–Nov 5, 2004)

## ACTIVITIES RELATED TO THE LEGAL REFORM

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- Member of the Expert Working Group on the development of the drafts of the Criminal Code, the Criminal Procedural Code, the Code of Offences and the Penal Code (2021)
- Member of the Governmental Working Group on the Development of the Plan of Activities on Implementation of the Criminal Code, the Code on Misdemeanors, the Code of Criminal Procedures and the Penal Code (2015)

## AWARDS AND QUALIFICATIONS

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| • Judge of Fourth qualification class  | Mar, 2020 |
| • Medal “Excellent Worker of Justice”  | Mar, 2020 |
| • Gratitude of the Main Department for the Administration of Punishment of the Ministry of Justice | Nov, 2005 |
| • Honorary Diploma of the Ministry of Justice for conscientious work                               | Aug, 2005 |
| • Diploma of the Ministry of Justice for conscientious work  | Aug, 2004 |

## SELECTED PUBLICATIONS

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| • <i>The Use of Audio-Video Recording of Court Sessions</i> . Co-author (Manual)   | 2021 |
| • <i>Perspectives of probation service in Kyrgyz Republic</i> . Analytical review. Co-author (Handbook)                            | 2014 |
| • <i>Human rights in process of reforming the penitentiary system of the Kyrgyz Republic</i> . Co-author (Handbook)                | 2008 |
| • <i>Commentary to the Criminal Executive Code of the Kyrgyz Republic</i> . Co-author (Handbook)                                   | 2006 |
| • <i>Legal and organizational bases of establishing the probation service in Kyrgyzstan</i> (Report). Round table materials.       | 2006 |
| • <i>Conciliation procedures on criminal cases of minors</i> . Co-author Instruction for investigators and prosecutors. (Handbook) | 2005 |
| • “ <i>The Restorative Justice</i> ”. Teaching methodology. Co-author (Handbook).  | 2005 |
| • <i>Alternatives to imprisonment in the Kyrgyz Republic: Perspectives of development</i> (Report). Conference materials.          | 2005 |

## LANGUAGES

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Kyrgyz: *native*      Russian: *fluent*      English: *fluent*

## INTERESTS

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Swimming, playing guitar, traveling, reading novels, visiting historical museums, judo training