

# Ryan Hubris, MPA, BSC

Successfully managed and directed multiple, concurrent projects for domestic and multi-national start-ups, as well as U.S. and Vietnam corporations representing diverse industries such as real estate and investment, foodservices and franchising, media and entertainment (film & television, events production & management, talent & model management,) fashion, fitness & lifestyle, international trade and non-profits.



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HCMC, Viet Nam & San Jose, CA, USA

## Work Experience

03/2008 – Present Ho Chi Minh City, Vietnam  
**Managing Director**  
Hoang Ngoc Co., Ltd.

### Accomplishments

- Real Estate, Property Development & Management
  - **SG Fintech:** Designed space requirement for 150 employees, on 2 floors, in District 1 in HCMC
  - **Somerset West Point Hanoi:** Coordinated with Ascott to meet build out requirements as the Owner's Representative
  - **California Fitness & Yoga Centers:** Helped create and build the #1 fitness chain in Vietnam by building the first 14 clubs
- Media, Entertainment, Films & Television
  - **The Bachelor's Vietnam** (Anh chàng Độc Thân,) Consultant, 12/2017 – 01/2019
  - **Vietnam International Fashion Week** (Tuần Lễ Thời Trang Quốc Tế Việt Nam,) Co-Founder & Vice Chairman, 07/2014 – 04/2018
  - **Project Runway Vietnam** (Nhà Thiết Kế Việt Nam), Season 1, Executive Producer, 03/2013 – 02/2014
  - **Vietnam's Next Top Model** (Người Mẫu Việt Nam) Season 1-4, Executive Producer, 04/2010 – 01/2014
  - **Saigon Electric** (Saigon Yo!,) Producer, 04/2010 – 01/2013
  - **Clash** (Bẫy Rồng,) Executive Producer, 04/2009 – 01/2012
  - **Chanh Phuong Films**, Chief Operating Officer & Chief Financial Officer, 01/2008 – 08/2010

07/1993 – Present San Jose, CA, USA  
**Chief Executive Officer**  
Hubris Consulting

### Accomplishments

- Real Estate, Property Development & Investment
  - **Bridgecreek Group, Inc.:** Developed multiple real estate projects throughout California, leveraging 90%+ from financial institutions and investors.
  - Managed a portfolio of 1100+ tenants.
- F&B and Franchising
  - Helped build **Lee's Sandwiches International** as the #1 "banh mi" franchise in the World by building 20 units in the 1st 18 months throughout the US.
  - Created and built the franchise program, including SOPs, design and construction guidelines.
  - Owned and operated multiple restaurants:
    - **Eastside West Restaurant & Bar**, Partner, San Francisco, CA, 10/2009 – 11/2017
    - **Butterfly Restaurant & Bar**, Partner, San Francisco, CA, 08/2001 – 01/2017
    - **Dragonfly Restaurant & Bar**, Partner, San Jose, CA, 01/2003 – 12/2004

## Skills & Competencies



## Areas of Expertise



## Education

07/1992 – 08/1993  
**MPA in Intergovernmental Management (IGM)**  
University of Southern California (USC)

09/1988 – 03/1992  
**BSC in Finance and Spanish**  
Santa Clara University (SCU)

## Languages

English      Vietnamese      Spanish

## Honors & Awards

- Person of the Year | 2019 | Vietnamese National Association of Real Estate Professionals (VNARP)
- Top Photographer with 5M+ Views | 2019 | Google Maps
- Top 1% Restaurants Reviewer in HCMC | 2018 | TripAdvisor