

Nikolas F. E. Hatz

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PROFILE

A passionate and dynamic tourism professional and experienced consultant with 15+ years of professional experience in tourism, destination development, hospitality, aviation, higher education, and real estate. Founder of three companies; extensive international and intercultural experience, with visits to almost 120 countries worldwide; fluent in four languages, with basic knowledge of four more. Several academic degrees and international experience as university lecturer in Germany and Austria and as hospitality trainer in Cambodia. Previously serving as long-term expert for tourism and destination development in Cambodia while pursuing a Ph.D. in business and management in Hungary in the field of tourism.

PROFESSIONAL EXPERIENCE

University Research Assistant **Sep 2025–Present**

Andrássy University Budapest | Hungary

- Research Assistant at the Chair of Economic Policy.

Senior Lead Consultant for Women Entrepreneurship in Tourism **Jan 2025–Dec 2025**

Cambodian Women Entrepreneurs Association (CWEA) Siem Reap Chapter

Organisation Internationale de la Francophonie (OIF)

Siem Reap, Cambodia

- Senior lead consultant to implement the collaboration between CWEA and OIF.
- Private sector development and support activities for women entrepreneurs.

Senior Consultant for Tourism and Destination Development **Jun 2024–Apr 2025**

Millennium Destination for the Organisation Internationale de la Francophonie (OIF)

Siem Reap, Cambodia

- Senior consultant for the OIF flagship project “Destination Eco-Talents” (DET).
- Concept development of the pilot project and strategic planning of the first phase.
- Analysis and evaluation of suitable locations for the first DET Center in Cambodia.
- Country diagnostic study for the tourism sector in Cabo Verde.

Member of the Executive Board of Directors **Jul 2023–Jul 2025**

Destination Mekong | Phnom Penh, Cambodia

Senior Lead Consultant (Tourism) | Tourism Development Expert **Apr 2022–Dec 2024**

GIZ Improved Competitiveness of National Enterprises (ICONE) Program

Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH

Siem Reap, Cambodia

- Senior lead consultant for tourism activities, GIZ ICONE program (2022–2025).
- Private sector development, market research, planning of support activities.
- Author of Cambodia’s Tourism Insights Studies 2022, 2023, 2024.

Founder & Managing Director **Jun 2022–Present**

HatzConsult (Cambodia) | Siem Reap, Cambodia

- Consultancy in tourism, hospitality, sustainability.

Founder & Managing Director **Jan 2019–Dec 2025**

HatzConsult GmbH | Frankfurt am Main, Germany

- Consultancy in tourism, hospitality, private higher education; university lectures.
- Real estate management and investment.

Project Manager **Dec 2017–Dec 2018**
Career Partner GmbH (IU International University, formerly IUBH) | Munich / Berlin, Germany

- Evaluation of potential for global expansion projects.
- International market analysis.
- Development of additional student recruitment opportunities (institutional partnerships, dual degrees).

Head of International Business Development **May 2016–Dec 2017**
CBS Cologne Business School | Cologne, Germany

- Strategic development of the university’s internationalization process.
- Analysis and evaluation of relevant international markets.
- Planning and steering of international sales and marketing activities.
- Preparation of global market entries and establishment of partnerships.

Trainee program **Oct 2015–Apr 2016**
German National Tourist Board | Frankfurt am Main, Germany

- Destination marketing and management activities.
- Planning and organization of Germany’s largest incoming tourism fair (GTM Germany Travel Mart, 2016: City of Magdeburg).

Internship **Jun 2014–Aug 2014**
Lufthansa German Airlines | Dubai, United Arab Emirates

- Regional management of the airline.
- Sales & marketing projects, cross-selling opportunities with AirPlus International.

Internship **Sep 2013–Feb 2014**
Lufthansa German Airlines | Frankfurt am Main, Germany

- Global key account management, global corporate clients.
- Corporate programs and products: airline loyalty program for SMEs.

Internship **Jun 2013–Jul 2013**
Deutsche Kreditbank (DKB) AG | Berlin, Germany

- Strategic business development.
- International internet banking.

Flight Attendant **Jan 2012–Dec 2018**
Condor Flugdienst GmbH (formerly Thomas Cook) | Frankfurt am Main, Germany

- Homebase: Frankfurt (FRA).
- Medium- and long-haul destinations.

Hospitality Apprenticeship **Aug 2009–Jan 2012**
InterContinental Hotels & Resorts | Frankfurt am Main / Düsseldorf, Germany

- Best apprentice of the federal state.
- Practical work experience in the various hotel departments.
- Theoretical knowledge at vocational school.

SKILLS

Languages	<i>German:</i> First language	<i>Dutch:</i> Basic
	<i>English:</i> Proficient	<i>Hungarian:</i> Basic
	<i>French:</i> Proficient	<i>Khmer:</i> Basic
	<i>Spanish:</i> Fluent	<i>Russian:</i> Basic

Computing Professional level in MS Office Word, Excel, PowerPoint, and Outlook; advanced knowledge in Adobe Creative Cloud applications; familiar with audio and video editing.

EDUCATION

Ph.D. Student in Business and Management <i>Andrássy University Budapest Hungary</i> <ul style="list-style-type: none">Fields of research: Collaboration, competitiveness, innovation, networks, tourism.Chairman of the doctoral student representation.	2022–Present
Executive Master of Public Administration <i>Hertie School Berlin Germany</i>	2023–2025
Master of Science, Marketing and Sales <i>University for Continuing Education Krems Austria</i>	2023–Present
Magister, Innovation and Quality Management <i>UCAM Universidad Católica San Antonio de Murcia Spain</i> <ul style="list-style-type: none">Thesis: The contextual factors for tourism development in least developed post-conflict countries.	2021–2024
Master of Law, Business Law <i>Technical University Kaiserslautern Germany</i> <ul style="list-style-type: none">Thesis: The revision of the EU Package Travel Directive after Covid-19.	2020–2023
Master of Arts, Business and Organizational Psychology <i>Danube University Krems Austria</i> <ul style="list-style-type: none">Thesis: Tourism and psychology, flight bookings, airline carbon offset offers.	2017–2020
Master of Business Administration, Tourism <i>Danube University Krems Austria</i> <ul style="list-style-type: none">Best graduate of the year.Thesis: Customer feedback: The development of a feedback handling model.	2015–2018
Semester Abroad <i>Columbia University in the City of New York USA</i>	2014
Bachelor of Arts, International Culture and Management Specialization in Tourism Event Hospitality Management <i>EMS European Management School Mainz Germany</i> <ul style="list-style-type: none">Best graduate of the year.Student representative of the student body.Recipient of a merit-based scholarship from the Foundation of the German Economy and Industry (sdw), supported by the German Federal Government.Thesis: Internal communication in the airline industry.	2012–2015
German High School Diploma with bilingual qualification in French	2009
German School of Paris France	2000-2002

ACADEMIC EXPERIENCE

Lecturer in Higher Education <i>University for Continuing Education Krems Krems an der Donau Austria</i> <ul style="list-style-type: none">Leadership Communication: Customers, Teams, and Employees	2021–2023
Lecturer in Higher Education <i>IU International University Berlin, Hamburg, Leipzig, Nürnberg Germany</i> <ul style="list-style-type: none">Hospitality ManagementInternational Business EthicsSales NegotiationStrategic Hospitality MarketingTravel Industry Sales and MarketingTrends and Developments in Tourism	2019–Present

Trainer in Tourism and Hospitality**2019–2023***École d'Hôtellerie et de Tourisme Paul Dubrue | Siem Reap | Cambodia*

- Business Plan Development
- Intercultural Management
- Marketing Essentials
- Plan and Implement Sales Activities
- Presentation Skills, Business Letter Writing

Lecturer in Higher Education**2016–Present***CBS International Business School | Mainz, Cologne | Germany*

- Aviation Management
- Business Project Supervision
- Digitalization and Tourism
- Event Management
- Hotel Business Operations
- International Management
- Market Research
- Presentation & Rhetoric Skills Training
- Sustainability in Event Management
- Tourism Mobility

PUBLICATIONS

Hatz, N. (May 2025). [Cambodia's Tourism Insights Study 2024](#). Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ). *Innovate to Compete*, 3(1). ISSN 2940-0406.

Hatz, N. (2024). [Mapping the Innovation Process and Relevant Innovation Skills in Tourism in Least Developed Post-Conflict Countries](#). *Tourism and Rural Development Studies*, 9(2), 77–98. doi: 10.15170/TVT.2024.09.02.05

Hatz, N. (2024). Let's Talk – But How? [The Potential of Interaction for Innovation in Tourism in Least Developed Post-Conflict Countries](#). In: *Abstract Book of the 1st International Visitor Economy Conference* (p. 44). ISBN 978-615-6342-79-9.

Hatz, N. (December 2023). [Cambodia's Tourism Insights Study 2023](#). Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ). *Innovate to Compete*, 2(1). ISSN 2940-0406.

Hatz, N. (2023). On The Innovation Context in The Developing World. In: *Proceedings Book of the 3rd International Symposium of Scientific Research and Innovative Studies* (pp. 710–711). ISBN 978-605-73639-6-1.

Hatz, N., & Chou-Chan, E. (November 2022). [Cambodia's Tourism Insights Study 2022](#). Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ). *Innovate to Compete*, 1(1). ISSN 2940-0406.

CONFERENCE PARTICIPATIONS

[European Conference on Innovation Management \(ECIM\) 2024](#) 11|2024

Best Presentation Award

Corvinus University of Budapest | Hungary

[Intl. Conference on Humanities, Education, and Social Sciences \(ICHES\)](#) 06|2024

Prague | Czech Republic

[3rd Interdisciplinary Doctoral Conference](#) 05|2024

Andrássy University Budapest | Hungary

[1st International Visitor Economy Conference](#) 04|2024

Budapest Business University | Hungary

[European Conference on Innovation Management \(ECIM\) 2023](#) 11|2023

Best Ph.D. Presenter Award

University of Pannonia, Veszprém | Hungary

[3rd Intl. Symposium of Scientific Research and Innovative Studies](#) 03|2023

Online | Turkey