



**PeopleWise**  
peoplewise.vn

Email us 

info@peoplewise.vn

# PeopleWise Vietnam

Transforming business success through people  
solutions

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## A Brief Story About The Company

## PeopleWise Vietnam

# ABOUT US



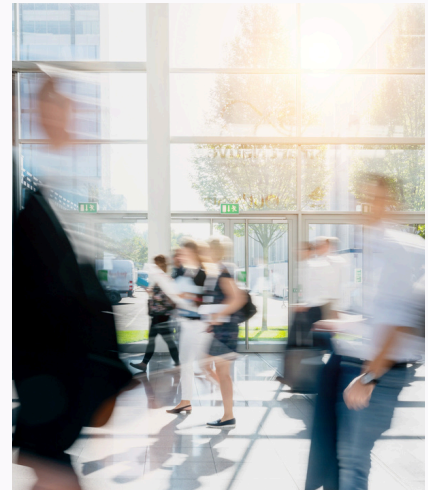
PeopleWise Vietnam is established on the belief that people are the core of an organization's success. We provide solutions and human resources consulting services to our partners worldwide related to workforce advisory, organization diagnosis, training service, career transition, talents and staffing solutions that fit in the organization's value and vision to drive business success.

Through our consulting services, we aim to help organizations achieve their goals by enhancing their human capital capabilities. We believe that the success of any organization is deeply rooted in the effectiveness of its human resources. With motto, "Select to serve", we choose to partner with clients worldwide to provide quality services with cost-effectiveness.



# VISION

Our vision is to build a more connected and flat world, providing insights and helping business leaders make better decisions by enabling them to see the big picture.



# MISSION

Our mission is to become a globally-operating, high-quality, and trusted human resources consulting firm, creating added value for our long-term partners. We are committed to making a positive impact on the quality of labor, addressing workforce dynamics, and enhancing its effectiveness.



# WHY PEOPLEWISE VIETNAM?

## True Partnership

Our approach with our clients, partners is a joint venture collaboration. We work closely to understand the subtle arbiters that are required for a long term partnership. We invest time and effort to build win-win and resilient partnerships with all clients

## Confidentiality

We take our reputation in the market very seriously and ensure the highest level of confidentiality for client and candidate information. All information is kept secure, with processes in place for information access by all employees of the organization.

## Our People

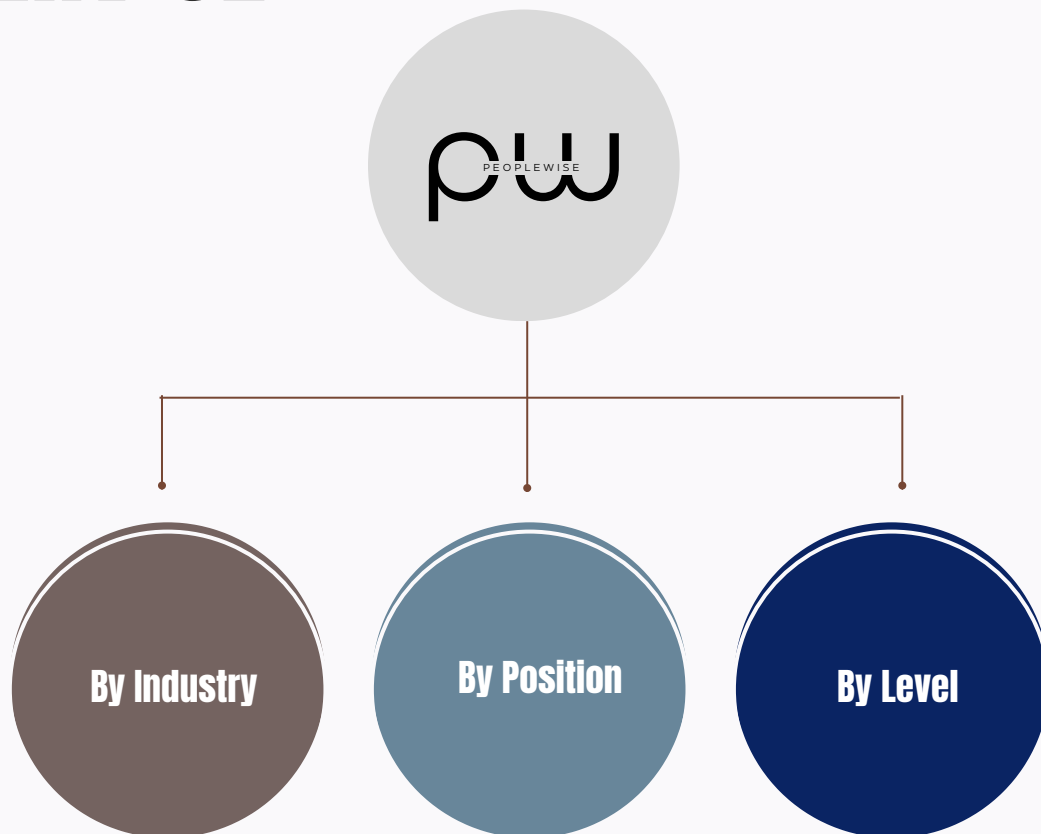
We have acquired a team with passionate, shared core values, full experienced and expertise. Our Consultants specialize in the industries they serve. The awareness of industry trends and insights enables us to focus on attracting the most talented candidates, providing professional advisory and other relevant services.

## Cost Effectiveness

Our lean organizational principles and talented team enable us to provide not only international professional services but also affordable services, creating a competitive advantage in the marketplace.



# SALARY BENCHMARKING SERVICE







# BENEFITS TO OUR PARTNERS

1

## Data-Driven Decision-Making

Make strategic HR decisions based on market data, enabling you to align your salary structures and benefits offerings with industry best practices.

2

## Strategic Budget Planning

Develop HR strategies that are rooted in data, including talent acquisition, performance reviews, and succession planning, to support your organization's long-term success.

3

## Cost Optimization

Utilize data to manage your compensation budget more effectively, ensuring that resources are allocated efficiently for salary increases, bonuses, and benefits.

4

## Attract and Retain Talents

By offering competitive compensation packages, you can more effectively attract and retain top talent, leading to enhanced productivity and innovation within your organization.



# SAMPLE REPORT

## Salary Benchmark in Ads Tech

Job Title	Dept	Position Class (Estimated)	Currency	Displayed In	No of Data Point	Annual Base Salary P25	Mid-point	Annual Base Salary P75
Account Executive	Sales	45	VND	in thousands	49	84.000	95.177	120.000
Senior Account Executive	Sales	47	VND	in thousands	121	150.000	180.000	215.375
Account Manager	Sales	53	VND	in thousands	35	612.000	762.653	905.000
Account Senior Manager	Accounting- Finance	55	VND	in thousands	23	590.103	910.060	1.158.547
Accountant	Accounting- Finance	45	VND	in thousands	236	125.130	148.965	166.617
Senior Accountant	Accounting- Finance	47	VND	in thousands	160	139.100	180.970	201.500
Accounting Manager	Accounting- Finance	53	VND	in thousands	27	582.321	712.231	883.870
Advertising & Marketing Executive	Advertising/Marketing	45	VND	in thousands	21	92.150	129.333	144.320
Senior Advertising & Marketing Executive	Advertising/Marketing	47	VND	in thousands	46	145.350	189.652	156.150
Marketing Communications Manager	Advertising/Marketing	53	VND	in thousands	15	763.250	849.541	876.653
Marketing Communications Team Leader	Advertising/Marketing	49	VND	in thousands	19	247.455	286.052	333.629
IT Business Systems Analysis	Information Technology	47	VND	in thousands	17	189.250	220.336	245.235
IT Business Systems Analysis - Senior	Information Technology	49	VND	in thousands	23	289.450	324.103	295.175
IT Database Administrator	Information Technology	47	VND	in thousands	37	241.450	275.217	298.142
IT Software Development & Operations Specialist	Information Technology	47	VND	in thousands	15	192.305	231.889	251.620
Data Analytics - Senior Specialist	Information Technology	49	VND	in thousands	35	297.120	397.287	420.000
Information Technology Manager	Information Technology	55	VND	in thousands	29	1.250.320	1.592.973	1.728.000
IT Applications Development Manager	Information Technology	51	VND	in thousands	23	615.000	934.298	1.020.000
IT Infrastructure Systems Administrator	Information Technology	47	VND	in thousands	56	273.925	376.999	499.285
IT Infrastructure Systems Administration Manager	Information Technology	53	VND	in thousands	23	974.000	1.234.228	1.425.000
IT Infrastructure Systems Administration Senior	Information Technology	49	VND	in thousands	48	240.000	358.146	425.000

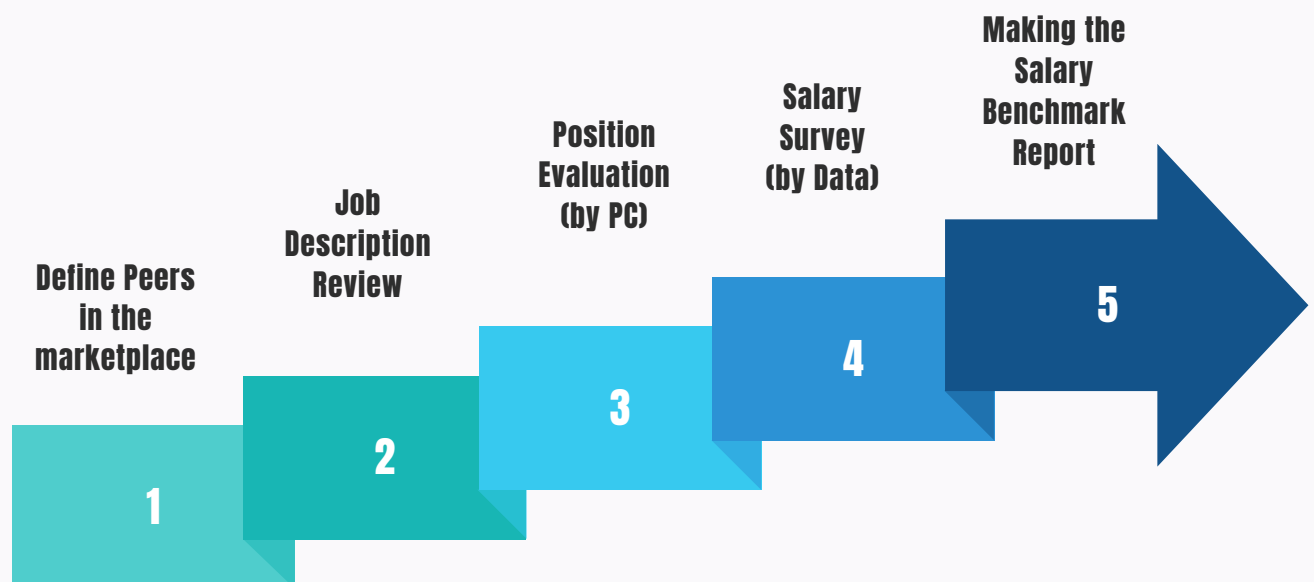
*This is Sample Report for reference*





# STANDARD PROCESS

With large and quality data in Information Technology, PeopleWise Vietnam Team can help your management team make informative decisions regarding compensation and benefits policies as well as provide annual salary and bonus reviews.







## OUR STRENGTH IN TECHNOLOGY

Our HR consulting team has extensive experience in the information technology sector, drawing on candidate data from multinational corporations and prominent local players in the industry. We offer assistance in position evaluation based on job descriptions, as well as conducting research on salary data for potential candidates in the market, thus facilitating the development of your strategic HR budget plan.



**MNCs**

**52+ Partners**

**Big Locals**

**39 Partners**

**Technoglogy**

**15+ Partners**



# OUR PEOPLE



**TOAN NGUYEN, CO-FOUNDER**

**MBA, École de Management Bretagne Atlantique, France**

**BA., Information Technology.**

- **Co-founder and Director of HR Service at PeopleWise Vietnam**
- **Founder of Franco-Viet**
- **Former Partner at CCIFV (French Chamber of Commerce and Industry in Vietnam)**



**MINH HUYNH, FOUNDER**

**MBA, International University, Vietnam**  
**SCP- SHRM**

- **Founder and Chief Executive Officer of PeopleWise Vietnam**
- **Former HR Director at VitaDairy Vietnam**
- **Former Head of Talent Acquisition cum HRBP at Talentnet Corporation**
- **Former Manager at Navigos Group (Navigos Search & Vietnamworks)**



**PeopleWise**  
peoplewise.vn



# THANK YOU



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