



PeopleWise
peoplewise.vn

Email us 

info@peoplewise.vn

PeopleWise Vietnam

Transforming business success through people
solutions



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

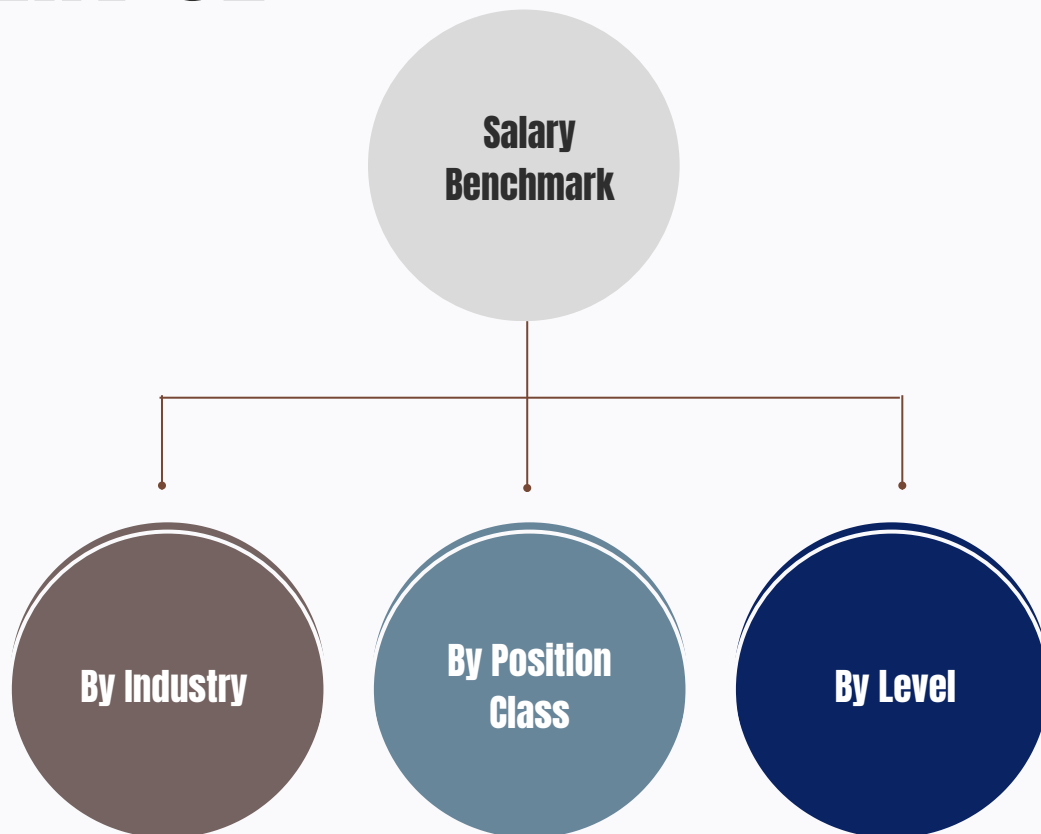
We have acquired a team with passionate, shared core values, full experienced and expertise. Our Consultants specialize in the industries they serve. The awareness of industry trends and insights enables us to focus on attracting the most talented candidates, providing professional advisory and other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

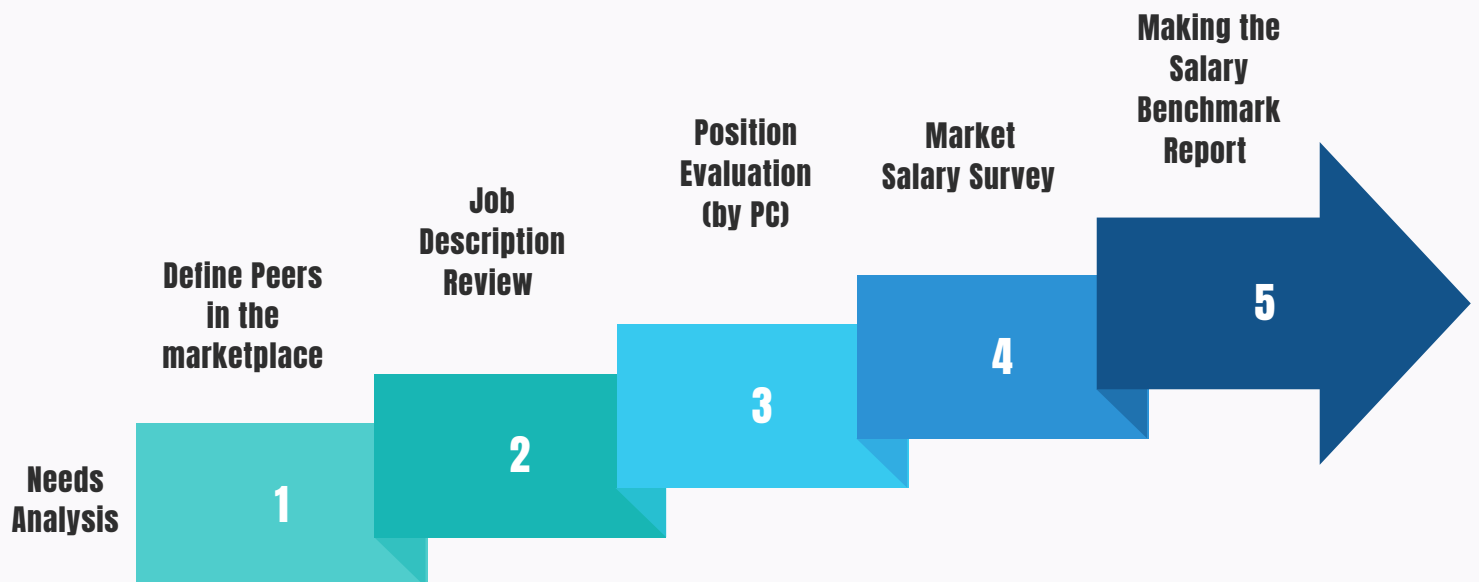
Attract and Retain Talents

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



STANDARD PROCESS

With extensive and trusted compensation and benefits data, PeopleWise Vietnam team applies internationally recognized standard processes and uses data-driven insights regarding market practice policies by targeting peers in specific industries. The data-points are ranked by position classes (PCs) and levels to provide the comparison reports with annual salary benchmarking in the marketplace.





METHODOLOGY

To provide comprehensive and reliable salary benchmark reports, PeopleWise Vietnam uses the methodology based on job matching process, this requires collaboration and alignment between PeopleWise Vietnam and our partners during the position evaluation and matching stage. To support this process, the Job Matching Guidance is available via [\[Link\]](#) as the document outlines the guidance and processes for job analysis and evaluation, with key milestones as follows:

- **Job Analysis:** This involves gathering and analyzing information about job responsibilities, tasks, and requirements. It helps in understanding job descriptions, job functions, and the necessary skills or qualifications for effective performance.
- **Job Evaluation:** This method is applied to systematically compare and rank jobs by Position Class (PC) within the organizational hierarchy based on Career Stream and Level (CSL) descriptions, qualifications, and five factors: Communication, Innovation, Knowledge, Risk, and Impact that impacts on organizational goals.





OUR STRENGTH & PARTNERS

Our HR consulting team has extensive experience in the information technology, FMCGs, manufacturing and engineering 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.

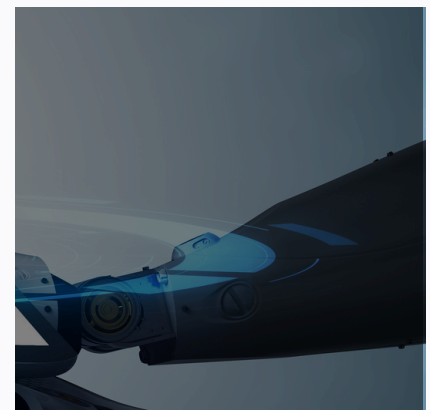


MNCs

52+ Partners

Big Locals

39 Partners



Technoglogy

15+ Partners



SAMPLE REPORT

Salary Benchmark Report in Ads Tech

Job Title	Function	PC	Datapoints	Annual Base Salary (in thousands VND)		
				P25	P50	P75
Account Executive	Sales	45	49	84.000	95.177	120.000
Senior Account Executive	Sales	47	121	150.000	180.000	215.375
Account Manager	Sales	53	35	612.000	762.653	905.000
Account Senior Manager	Sales	55	23	590.103	910.060	1.158.547
Accountant	Accounting- Finance	45	236	125.130	148.965	166.617
Senior Accountant	Accounting- Finance	47	160	139.100	180.970	201.500
Accounting Manager	Accounting- Finance	53	27	582.321	712.231	883.870
Advertising & Marketing Executive	Advertising/Marketing	45	21	92.150	129.333	144.320
Senior Advertising & Marketing Executive	Advertising/Marketing	47	46	145.350	189.652	156.150
Marketing Communications Manager	Advertising/Marketing	53	15	763.250	849.541	876.653
Marketing Communications Team Leader	Advertising/Marketing	49	19	247.455	286.052	333.629
IT Business Systems Analysis	Information Technology	47	17	189.250	220.336	245.235
IT Business Systems Analysis - Senior	Information Technology	49	23	289.450	324.103	295.175
IT Database Administrator	Information Technology	47	37	241.450	275.217	298.142
IT Software Development Specialist	Information Technology	47	15	192.305	231.889	251.620
Data Analytics - Senior Specialist	Information Technology	49	35	297.120	397.287	420.000
Information Technology Manager	Information Technology	55	29	1.250.320	1.592.973	1.728.000
IT Applications Development Manager	Information Technology	51	23	615.000	934.298	1.020.000
IT Infrastructure Systems Administrator	Information Technology	47	56	273.925	376.999	499.285
IT Infrastructure Systems Manager	Information Technology	53	23	974.000	1.234.228	1.425.000
IT Infrastructure Systems Administrator	Information Technology	49	48	240.000	358.146	425.000

Trusted
Large Database

1.650K

Total Datapoints

Extensive
experience of

15+

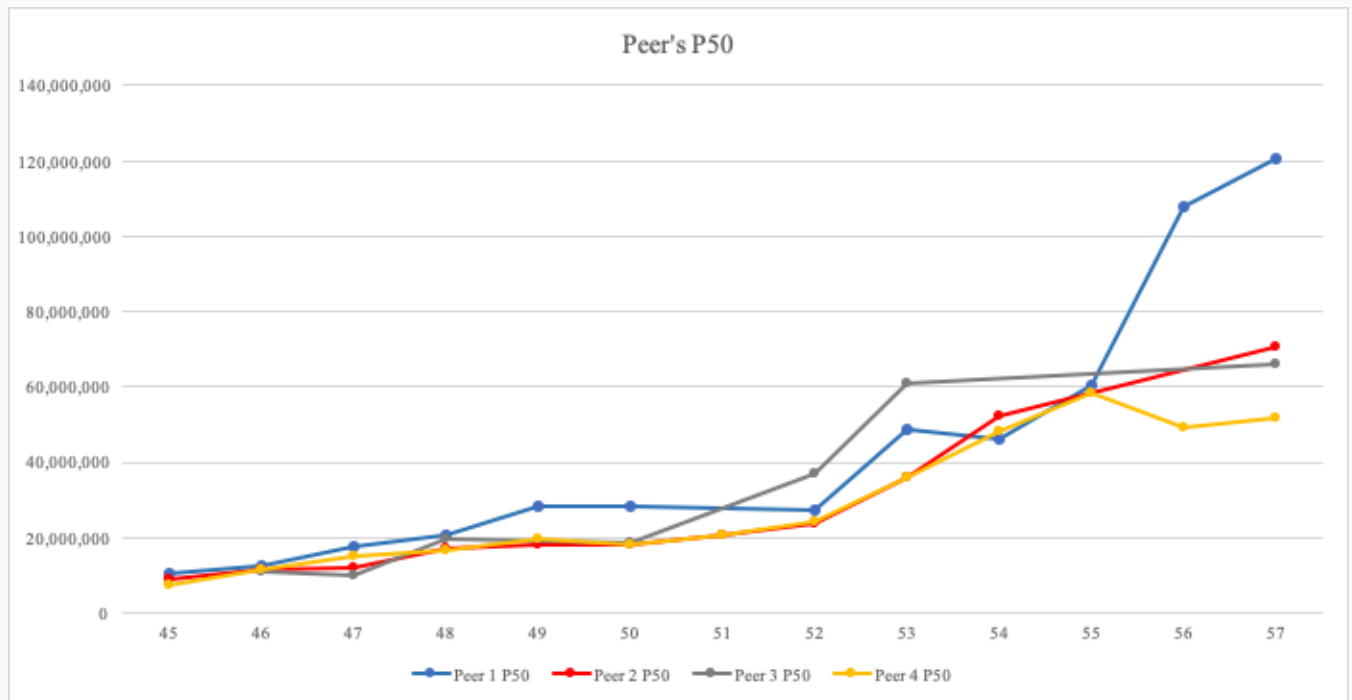
Years





SAMPLE REPORT

Chart: The comparison of Target Peer's P50 in Vietnam Market



**“We provide
strategic insights to
support your
informed decision-
making.”**



OUR LEADERS

MINH HUYNH

MBA, International University, Vietnam: SCP- SHRM

- Founder of PeopleWise Vietnam
- HR Director at VitaDairy Vietnam
- Head of HR Business Partner at Talentnet
- Manager at Navigos Group (Navigos Search & Vietnamworks)

Minh Huynh has over 15 years of experience in HR Director, HR Consulting, Executive Search, and Talent Acquisition. Minh has extensive knowledge and expertise in HR Strategy. Her excellent performance has been recognized by prestigious organizations. Minh Huynh founded PeopleWise with a mission to improve labor quality and effectiveness, delivering exceptional customized HR solutions with cost-effectiveness for client success.



TOAN NGUYEN

MBA, École de Management Bretagne Atlantique, France BA., Information Technology.

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

Toan Nguyen brings over 15 years of HR consulting experience, specializing in data analytics and talent insights. His deep expertise in the IT and engineering sectors enables him to provide precise, data-driven insights into compensation trends. Fluent in both English and French, Toan's strategic approach to salary benchmarking helps clients make informed decisions based on accurate market data, ensuring competitive and equitable compensation structures. His background, including an MBA and leadership roles at Franco-Viet and CCIFV, further enhances his ability to deliver high-quality salary benchmarking services to our partners.



PeopleWise
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THANK YOU



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