



PeopleWise
peoplewise.vn

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PeopleWise Vietnam

Transforming business success through people
solutions



A Brief Story About The Company

ABOUT US

PeopleWise Vietnam



PeopleWise Vietnam was 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.

Learn more about us at <https://peoplewise.vn/about-us/>



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?

Our goal is to provide exceptional quality HR services that meet international standards. We offer customized and flexible solutions tailored to clients' unique needs, helping them achieve business success with cost-effectiveness.

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.



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OUR STRATEGIC PARTNERS





OUR LEADERS



FOUNDER, MINH HUYNH

Minh Huynh has over 18 years of experience and a well-rounded profile in HR Management, HR Consulting, strategic HR Business Partnering, Executive Search, and Talent Acquisition. MBA and Certified by SHRM, United States, Minh possesses extensive knowledge and expertise in the HR field. Her exceptional performance and Spirit Award have earned recognition from prestigious organizations such as VitaDairy, Navigos Group, and Talentnet.

Before founding PeopleWise Vietnam, Minh worked as the Human Resource Director at VitaDairy Vietnam. She led a team of over 50 staffs to serve 2000 employees and successfully transformed the HR department to deliver aggressive revenue growth. This effort contributed to the business's growth nearly doubling revenue and significantly increasing productivity and won the HR Asia Awards in 2022.

With a mission to enhance the quality of labor and workforce effectiveness, Minh established PeopleWise Vietnam. She is dedicated to delivering exceptional services and helping clients achieve their business objectives. Minh is committed to providing customized, flexible, and innovative HR solutions that effectively address clients' unique needs while ensuring cost-effectiveness.



TOAN NGUYEN
Director, HR Consulting Services

Toan Nguyen holds an MBA from Ecole De Management Bretagne Atlantique, France, and a BA in Information Technology. Toan is an exceptional and experienced leader in staffing & executive search services with over 15 years of industry experience. Toan has a proven track record of successfully placing top-level executives and staffing management in various industries, including technology, finance, healthcare, and manufacturing. Additionally, he is fluent in English and French and possesses a deep understanding of the talent landscape, along with an extensive network of contacts. With these skills, Toan excels at identifying and attracting the best talent for our strategic partners.

With a Bachelor's degree in Information Technology from International University, Vietnam, and more than 15 years of experience across global corporations, Trung Huynh brings deep expertise in technology and operations to his role as Chief Technology & Operation Officer at PeopleWise Vietnam. His career spans leadership positions at Christina, Unilever, and Bosch, where he honed his skills in IT management, process optimization, and technology support. At PeopleWise, Trung leads the integration of technology and operations to enhance customer experience, digitize HR services, and develop a cutting-edge platform that connects employers with top talent, reinforcing the company's mission of seamless talent acquisition solutions.



TRUNG HUYNH
Chief Technology & Operation Officer



Bachelor's Degree in Marketing. With over 15 years of experience in Executive Search & Selection, Tham has developed extensive expertise in recruitment consulting and talent acquisition across the healthcare sector—including pharmaceuticals, medical devices, hospital and clinics industry. Her core strengths lie in strategic consulting and in identifying top-tier executives within healthcare and related fields.

As a Senior Account Manager at PeopleWise Vietnam, Tham leads client partnerships and recruitment projects with a consultative approach, ensuring high-quality delivery while providing valuable talent insights to clients. She is passionate about helping organizations attract exceptional talent and empowering professionals to achieve their career aspirations.



THAM NGUYEN, Senior Account Manager
Executive Search Services



THANH NGUYEN, Account Manager
Executive Search Services

Bachelor's Degree in Biotechnology from University of Science, Vietnam National University.

With over 8 years of experience in talent acquisition and executive search, Thanh has developed strong expertise in connecting top talent across industries both Non-Tech sectors (FMCG, Biotechnology, Manufacturing and Agricultural) and Technology (Fintech, AI). His sharp analytical mindset and problem-solving approach enable him to effectively align business needs with candidate aspirations, ensuring the best skill and cultural fit.

As the Account Manager at PeopleWise Vietnam, Thanh leads strategic recruitment initiatives and provides consultative solutions that help clients achieve their business goals while empowering professionals to advance their careers.



VY CAO, Account Manager
Executive Search Services

Bachelor's Degree in Information Technology

With over 15 years of experience in recruitment consulting, Vy Cao is a seasoned expert specializing in the IT and manufacturing sectors. In her role as a Senior Principal Recruitment Consultant at leading multinational firms, she has consistently demonstrated her ability to identify and assess top-tier talent, successfully placing numerous critical executive positions.

Vy's strategic approach combines profound market insights with extensive industry knowledge, allowing her to craft tailored recruitment solutions that meet the unique needs of our strategic partners. Her commitment to excellence and passion for connecting businesses with the right talent set her apart in the field.

Yen Le holds a Bachelor's Degree in Chemical Science.

With over 10 years of extensive experience in sales, recruitment, and executive search, she brings a wealth of knowledge and leverages her deep understanding of the manufacturing industry to provide exceptional workforce and recruitment consultancy to both clients and candidates.

Yen has a proven track record of successfully filling critical positions by tapping into a vast network of top-tier candidates. This allows her to swiftly assist our clients in addressing their urgent staffing needs with the right talent.



YEN LE, Account Manager
Executive Search Services



TUYEN LE
Head of Market Insights

Ph.D. in Development Economics
Lecturer, University of Labor and Social Affairs

Tuyen Le offers invaluable market insights, industry trends, and research on labor movements, aimed at enhancing workforce effectiveness and meeting market demands. As the lead for Marketing Insights at PeopleWise Vietnam, she specializes in conducting in-depth market research and analysis that empowers business leaders to identify potential risks and threats within their industries.

Her work enables clients to take proactive measures and invest with calculated confidence, ultimately driving better outcomes for their organizations.

Master of HR Management, Massey University

Bachelor's Degree in Communication and Media, RMIT University

Tuan Anh is a trailblazing leader in the field of career development in Vietnam, with a diverse career that spans multiple domains. He is the author of five best-selling books on career and personal development, showcasing his expertise and passion for empowering others.

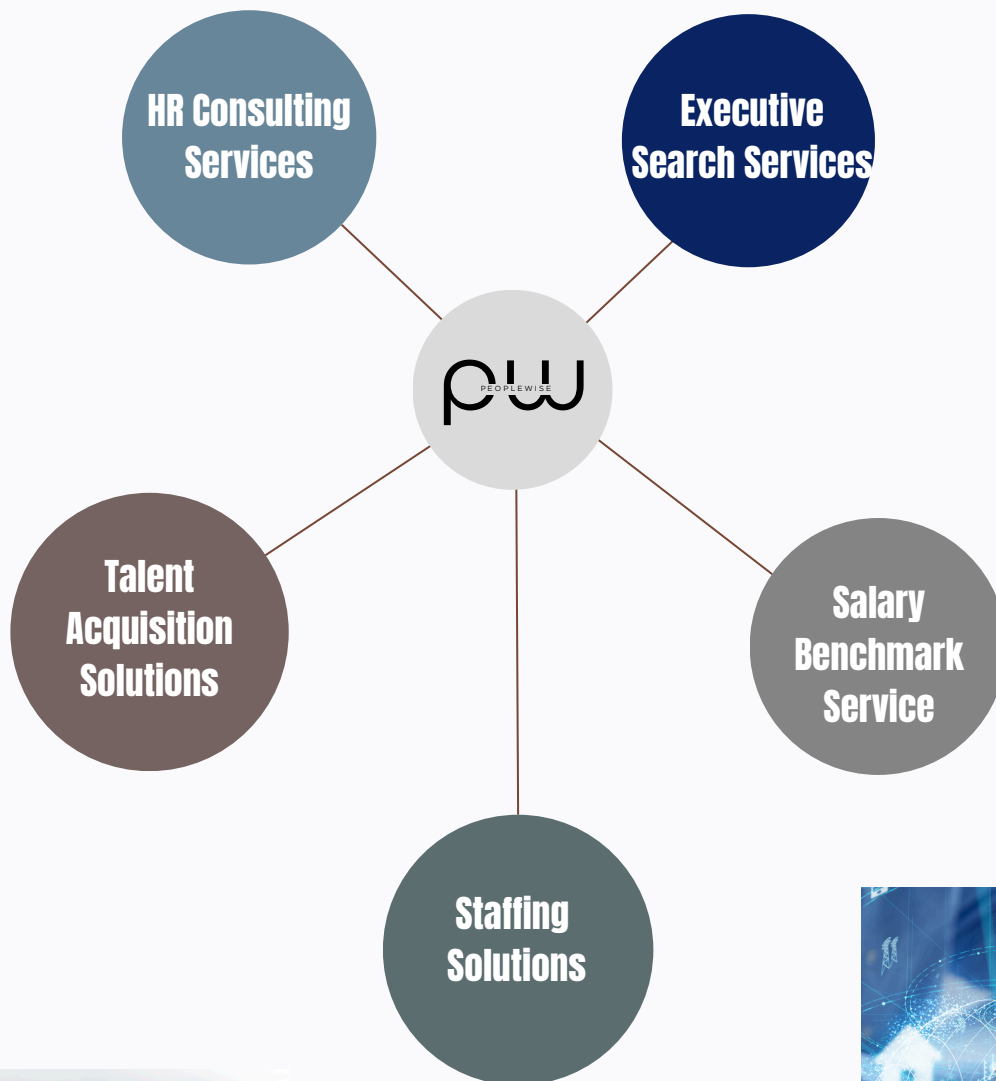
Driven by a desire to help individuals navigate their professional journeys and unlock their full potential, Tuan Anh shares his insights and strategies to inspire growth and success.



TUAN ANH LE
Career Advice Partner



OUR SERVICES





EXECUTIVE SEARCH SERVICES

Global Interview Assessment Methodology

Our methodology involves identifying key competencies, skill sets and personality traits of candidates using Competency Based Interview (CBI) and Values Based Interview (VBI) techniques. We then select the most suitable shortlist for the role.

1

CONTINGENCY SEARCH SERVICE

Our core business offering is contingency executive search. This means that clients pay based on a success basis - once they have carefully assessed and selected the most suitable candidate for their requirements.

2

RETAINED SEARCH SERVICE

We offer clients end-to-end advisory to recruit a position successfully

Through retained search service, we offer the service fee based on phase of recruitment stage: Signing the contract, shortlisting, interview arrangement, and placement. We are committed to serving clients until the vacancy is filled.

3

TALENT MAPPING SERVICE

Our Talent Mapping Service is designed using international standard methods, as a stage in the standard process of the Retain Search Service that helps our clients optimize costs and increase the benefits from the service.



GLOBAL INTERVIEW ASSESSMENT METHODOLOGY

We apply the Global Interview Assessment Methodology, involves utilizing Competency-Based Interviews (CBI) and Values-Based Interviews (VBI) techniques to identify key competencies, skill sets, and personality traits of candidates. By applying these rigorous assessment methods, we are able to carefully select the most suitable shortlist of candidates for the given role.





TALENT ACQUISITION SOLUTIONS

At PeopleWise Vietnam, we understand that hiring the right talent isn't just about filling vacancies — it's about driving your business forward and achieving success. Yet, attracting top talent can be complex, time-consuming, and resource intensive.

That's where our Talent Acquisition Solutions come in. Acting as a seamless extension of your HR or Talent team, we offer scalable, end-to-end recruitment support—from employer branding and job marketing to sourcing, onboarding, and data-driven hiring insights.

1 Talent Sourcing & Acquisition

- Access a wide and relevant talent pool
- Conduct pre-screening, initial interviews, and assessments
- Deliver structured evaluation reports for each shortlisted candidate

2 Enhance Your Employer Branding & Job Marketing

- Position your company as an employer of choice
- Communicate your culture, values, and growth opportunities to attract top talent
- Craft compelling job descriptions that turn interest into applications
- Promote your openings through the most impactful channels—job boards, social media, and targeted talent networks

3 Reporting & Market Insights

- Provide transparent updates on hiring progress and candidate pipelines
- Deliver summary reports and talent mapping (upon request) to support informed decision-making

4 Design Onboarding & Orientation

- Design onboarding plans and deliver customized orientation programs to help new hires quickly integrate into your team



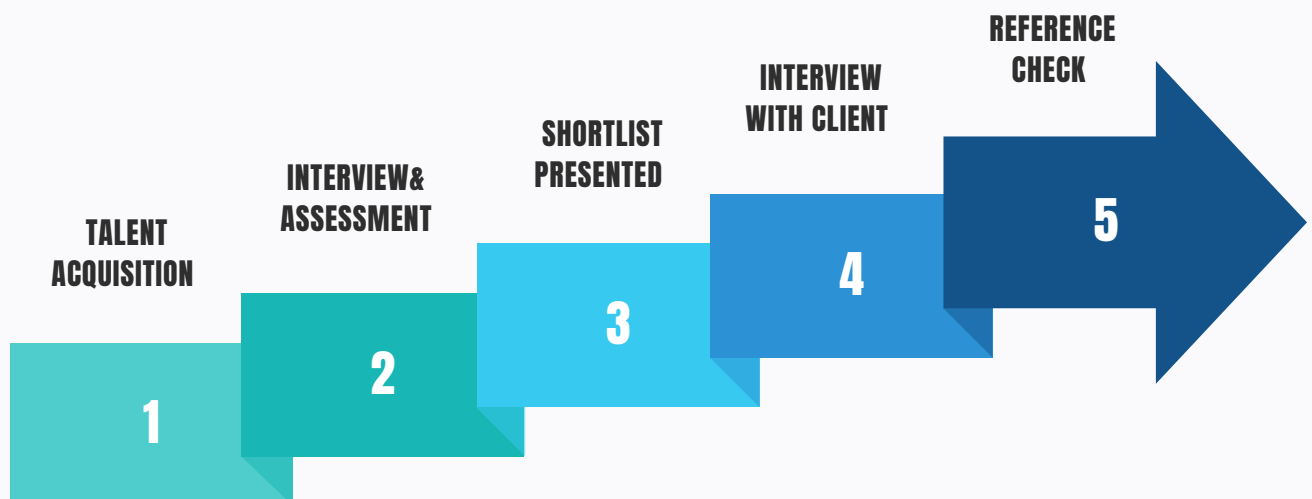


TALENT ACQUISITION SOLUTIONS

STANDARD PROCESS

At PeopleWise, we pride ourselves on delivering recruitment solutions that meet global and international standards. Our process is designed to ensure accuracy, transparency, and efficiency, enabling us to match the right talent with the right opportunity.

We partner with multinational corporations (MNCs) and leading local enterprises in Vietnam, applying a structured 5-step approach to guarantee the best outcomes for both clients and candidates:



Our structured and methodical approach enables us to consistently deliver exceptional recruitment outcomes.

By combining deep market insights, candidate assessments, and a robust vetting process, we ensure that each placement not only meets the technical requirements but also aligns with our clients' organizational culture and long-term business objectives





MARKET SALARY BENCHMARK SERVICE

Our Methodology & Process

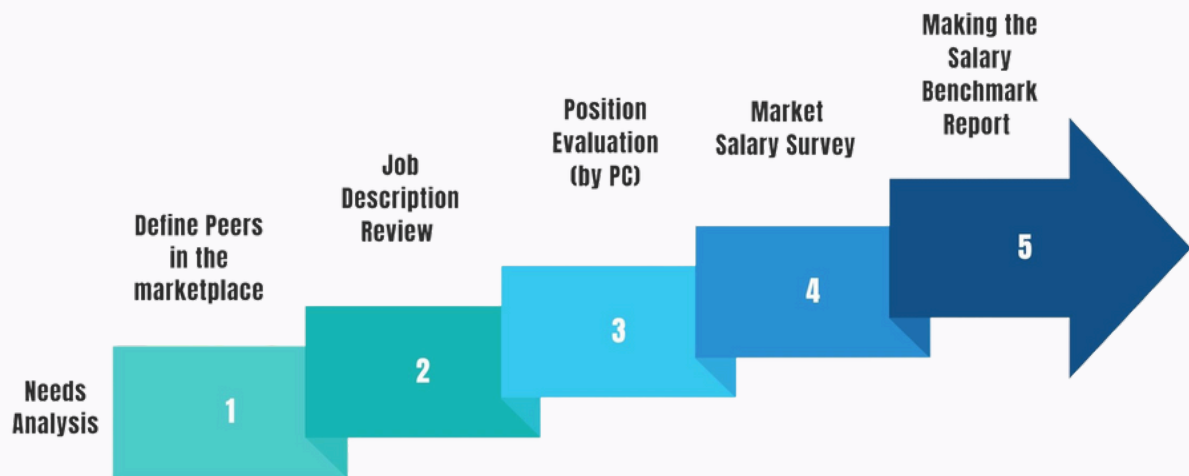
With extensive and trusted compensation and benefits data, PeopleWise Vietnam team applies internationally recognized standard processes and uses data-driven insights regarding market practice policies by targeting peers in specific industries. The data-points are ranked by position classes (PCs) and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

To provide comprehensive and reliable salary benchmark reports, PeopleWise Vietnam uses the methodology based on job matching process with 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 Methodology & Process



The Benefits of Using Market Salary Benchmark

- **Data-Driven Decision-Making:** Make strategic HR decisions based on market data to align salary structures and benefits offerings competitively with industry best practices.
- **Design Effective Pay Structure:** Use the methodology in Job Matching and Position Evaluation, PeopleWise team supports the process of job analysis and position class ranking, help the business define effective pay ranges by levels and align with HR budget planning to achieve business objectives.
- **Market Insights:** Stay up to date with the latest industry trends and organizational designs, ensuring your business is well-informed and ready to adapt to market changes.
- **Strategic Budget Planning:** Develop HR strategies with action plan based on building effective annual HR budget.
- **Cost Optimization:** Utilize data to manage your compensation budget more effectively, ensuring that resources are allocated efficiently for salary increases, performance bonuses, and benefits.
- **Attract and Retain Talent:** By offering competitive compensation packages, the business can attract and retain top talent more effectively, leading to enhanced productivity and innovation within the organization.
- **Employee Satisfaction and Engagement:** When employees are confident in the fairness and competitiveness of their compensation, it leads to higher job satisfaction and engagement



STAFFING SERVICES

Our Staffing Management Services, also known as **Employer of Record (EOR) Services**, offers clients the convenience of hiring and managing staff who will be employed by PeopleWise Vietnam and assigned to fulfill specific tasks within your organization.

Benefits to Client:

- **Quick Filling:** Leveraging our recruitment expertise and extensive database of actively seeking candidates, we excel at efficiently filling positions with qualified personnel.
- **Providing HR Analytics & Reporting:** We provide HR data analytics & workforce metric reports.
- **Full Support from PeopleWise Vietnam:** Our dedicated team at PeopleWise Vietnam is committed to providing comprehensive support throughout the entire recruitment process.
- **Cost Savings:** By engaging our Staffing Services, you can experience significant cost savings.



HR CONSULTING SERVICES

Organization Diagnosis & Effectiveness Advisory

Our service offers a comprehensive evaluation of your organization's structure, culture, systems, and processes to precisely identify areas in need of improvement.

This transformation may involve enhancements in the following domains:

- Organizational Structure: Realignment for enhanced efficiency.
- Work Processes: Optimization of workflows and procedures.
- Culture & Leadership Development: Cultivating a more productive and forward-thinking culture.

In addition to the aforementioned benefits, the project holds value for your business in various other ways, including:

- Identifying areas for improvement
- Strengthening the capabilities of your HR Team
- Aligning with business goals
- Ensuring organization effectiveness
- Achieving cost-effectiveness



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THANK YOU

"As we look ahead, I have high hopes for our company's future. I believe that we have the potential to become a leader in our industry, and I am confident that we have the talent, expertise, and resources to make it happen."



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