



**TRANSFORMING BUSINESS  
SUCCESS THROUGH  
PEOPLE SOLUTIONS**



# **PEOPLEWISE BUSINESS PROFILE**

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**E**xecutive Search Services  
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**M**arket Salary Benchmark Service  
**S**taffing Management Solutions  
**P**eople & Organizational Consulting Services

*We aim to grow as an innovative HR Technology enterprise by applying emerging technology trends to optimize our systems and enhance both client and employee experiences. We have successfully developed a lean, flexible, and cost-efficient operating model, enabling us to further invest in digital customer service systems, provide professional total workforce solutions, and consistently create added value that supports the long-term success of PeopleWise's strategic partners.*

Trung Huynh, CTO



01

## ABOUT US

Who We Are  
Our Strategic Partners  
Our Leaders

# WHO WE ARE



## OUR VISION

We are building a more connected digital platform, , which provides market insights, industry trends, and career opportunities. The platform helps decision-makers gain a comprehensive understanding of labor market trends, critical skills, and business opportunities, enabling them to navigate professional journeys and business transformations more effectively.

## OUR MISSION

Our mission is to become a high-quality and trusted human resources and business consulting firm operating globally, creating added value for our long-term partners through innovative solutions. We strive to make a positive impact on the community by improving labor quality and moving the workforce toward more effective solutions.

## OUR VALUES

Our core values are centered around “Passion for Excellence”, which we always put on top. We provide our services with a high level of “Professionalism”, “Innovation”, and “Visionary” thinking. We believe these core values are key drivers of our success and inspire PeopleWise Vietnam to achieve our vision.

# WHO WE ARE

PeopleWise Vietnam is founded on the belief that people are at the core of an organization's success. We offer human resources consulting services to partners worldwide, including Executive Search and Talent Acquisition Solutions, Staffing Management Solutions, People and Organizational Consulting Services. We are committed to delivering high-quality, cost-effective solutions with a proven track record of building long-term partnerships with leading local and multinational companies.

## Why PeopleWise Vietnam?



### TRUE PARTNERSHIP

Our approach with clients and partners is based on collaborative, joint-venture engagement. We work closely with clients, acting as an extension of the internal HR team, to gain a deep understanding of their business needs and support long-term partnerships. We invest time and effort to build resilient, win-win relationships with all our clients.



### OUR PEOPLE

We have acquired a passionate, highly experienced team with shared core values and deep expertise. Our consultants and leaders 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.



### CONFIDENTIALITY

We take our market reputation very seriously and uphold the highest standards of confidentiality for both client and candidate information. All data is securely stored in our systems, with strict controls governing access. We execute all service agreements with confidentiality clauses or non-disclosure agreements (NDAs) in place.



### COST EFFECTIVENESS

We have successfully developed smart digital systems and processes that enable our organization to operate efficiently and flexibly. Our lean organizational principles allow our talented team to deliver not only high-quality, internationally professional services but also cost-effective solutions, creating a strong competitive advantage in the marketplace.

# OUR STRATEGIC PARTNERS



**100+**

**Partners**

**8.36+**

**Million Candidates**

We are proud to be trusted partners of multinational companies and strategic partners of major local and FDI enterprises. We not only provide high-quality, internationally professional services, but also offer cost-effective solutions that create a strong competitive advantage in the marketplace and add new value to our long-term strategic partners.

Our technology-savvy approach enhances the partner experience.

- AI-integrated CRM Recruitment and Staffing Management System.
- PeopleHays.com – our job platform connecting businesses with top talent



# OUR STRATEGIC PARTNERS

## 01. Healthcare & FMCGs



## 02. Industrial & Manufacturing



## 03. Technology



## 04. Others



# OUR LEADERS

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.

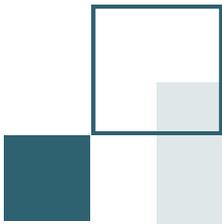
Before founding PeopleWise Vietnam, Minh worked as the Human Resource Director at VitaDairy Vietnam. She led a team of over 50 staffs to serve 2000 employees and successfully transformed the HR department to deliver aggressive revenue growth. This effort contributed to the business's growth nearly doubling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

***We are committed to delivering comprehensive, innovative solutions for our strategic partners, fostering long-term collaboration and creating added value for mutual growth.***

FOUNDER, MINH HUYNH





02

## OUR SERVICES

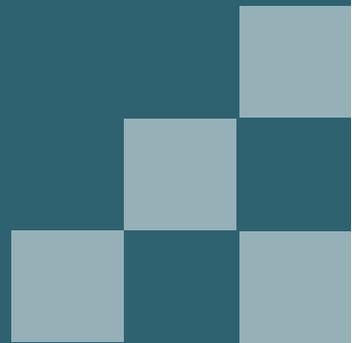
Executive Search Services

Talent Acquisition Solutions

Market Salary Benchmark Service

Staffing Management Solutions

People & Organizational Consulting Services



# EXECUTIVE SEARCH SERVICES

We have a passionate team with shared core values and strong expertise. Our consultants specialize in their industries, understand market trends and insights, attract top talent, and provide professional advisory services tailored to the specific needs of each industry globally.



## 01 CONTINGENCY SEARCH

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.

## 02 RETAINED SEARCH

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.

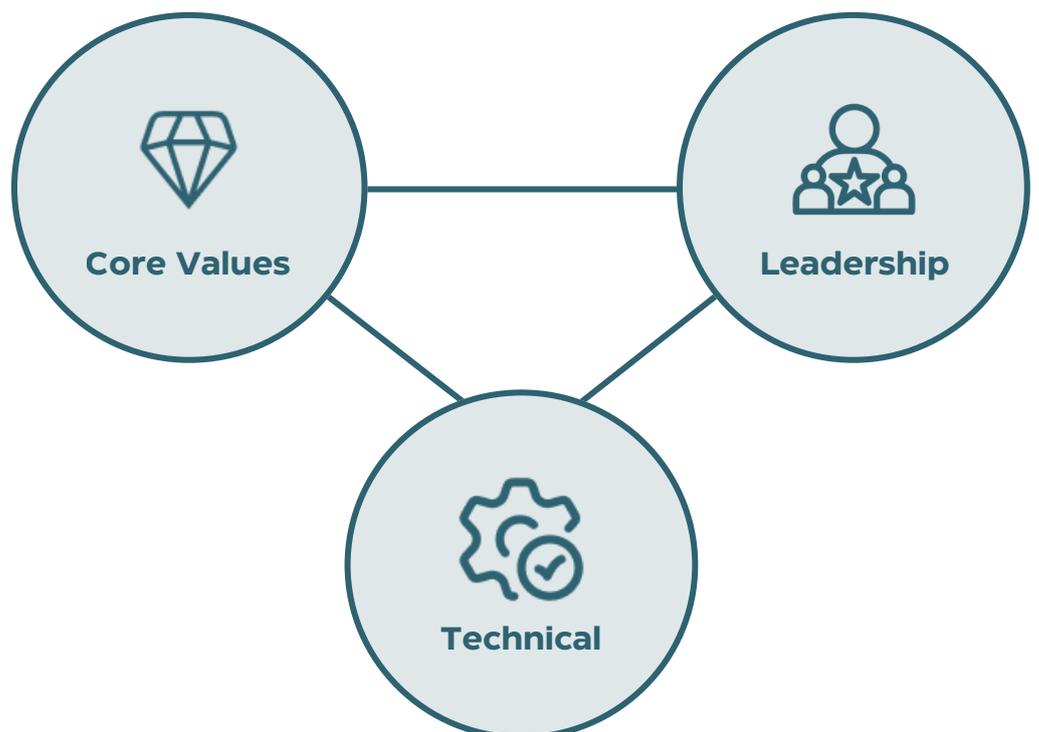
## 03 TALENT MAPPING

Our Talent Mapping Service is designed using international standard methods, as a stage in the standard process of the Retained 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.



# OUR LEADERS



**THAM NGUYEN**  
**Team Manager**

Bachelor's Degree in Marketing,  
University of Economics Ho Chi Minh City, Vietnam

With more than 18 years of experience in executive search and talent acquisition solutions, Tham Nguyen specializes in the pharmaceuticals, healthcare, nutrition, and manufacturing sectors. As Team Manager at PeopleWise Vietnam, she leads a consulting team to deliver effective solutions and strengthen client partnerships through her strong consulting mindset. Tham is recognized for delivering high-quality talent solutions while providing valuable market insights, helping organizations attract top executives and professionals to advance their businesses and careers.



**VY CAO**  
**Account Manager**

Bachelor's Degree in Information Technology,  
Hong Bang University, Vietnam

With over 20 years of experience in executive search services, Vy Cao is a trusted recruitment consultant specializing in the industrial, manufacturing, and technology sectors. She has successfully placed numerous critical executive roles for leading multinational companies. Vy brings an extensive professional network and strong relationships with top industry talent. Her strategic approach combines deep market insight with robust industry and technical knowledge, enabling her to identify the right talent for the right role. Her commitment to excellence and client success positions her as a trusted advisor to PeopleWise's strategic partners.

## OUR LEADERS



**THANH NGUYEN**  
**Team Manager**

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

With more than 10 years of experience in talent acquisition and executive search, Thanh Nguyen specializes in connecting high-quality professionals across the FMCGs, biotechnology, manufacturing, agriculture, and technology sectors. Known for his analytical mindset and strong business acumen, Thanh aligns client needs with candidate aspirations to ensure optimal skills and cultural fit. As Team Manager at PeopleWise Vietnam, Thanh Nguyen leads strategic initiatives and delivers tailored talent acquisition solutions that help strategic partners drive sustainable business growth.

# 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 and Talent team, we offer scalable, end-to-end recruitment support — from employer branding and job marketing to sourcing, onboarding, and data-driven hiring insights.

## 01

### TALENT ACQUISITION & ASSESSMENT

- Access a wide and relevant talent pool.
- Conduct pre-screening, initial interviews, and assessments.
- Use CBI & VBI techniques to assess skills and cultural fit.
- Customize and deliver structured candidate evaluation reports & assessments, tailored to client's request.

## 03

### TALENT MAPPING REPORT & MARKET INSIGHTS

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

## 02

### ENHANCE YOUR EMPLOYER BRANDING & JOB MARKETING

- Position your company as an employer of choice.
- Communicate your culture, values, and growth opportunities.
- Provide support and consultation on job descriptions.
- Promote job advertisements via job boards, social media, and niche networks

## 04

### DESIGN ONBOARDING & ORIENTATION

- Design tailored onboarding plans.
- Organize orientation programs aligned with your organization's regulation and culture.
- Help new hires integrate quickly and effectively.



## 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.



**1** TALENT ACQUISITION



**2** INTERVIEW & ASSESSMENT



**3** SHORTLIST PRESENTED



**4** INTERVIEW WITH CLIENT



**5** REFERENCE CHECK

# OUR LEADERS



**TOAN NGUYEN**  
**Independent Director**

Master of Business Administration,  
Ecole De Management Bretagne Atlantique, France  
Bachelor's degree in Information Technology

With over 20 years of diversified experience spanning executive search, staffing, and operations management, Toan Nguyen is a seasoned leader delivering high-impact HR consulting solutions across the technology, finance, healthcare, and manufacturing sectors. He has a strong track record of placing senior executives and building high-performing teams for both multinational and local enterprises. Fluent in English and French, Toan combines a global perspective, deep market insight, and a strong technology background, enabling him to effectively connect top-tier talent with strategic partners.



**TUYEN LE**  
**Independent Director, Market Insights**

Ph.D. in Development Economics,  
Master's Degree in Development Economics,  
University of Economics Ho Chi Minh City, Vietnam

Tuyen Le is a seasoned market insights leader with deep expertise in labor economics, workforce trends, and market research. As Head of Market Insights at PeopleWise Vietnam, she leads in-depth research and data analysis to help businesses anticipate talent market movements, identify potential risks, and respond strategically to industry changes. Her work supports business leaders in making informed, forward-looking decisions, enabling organizations to enhance workforce effectiveness and invest with confidence in a dynamic labor market.

# MARKET SALARY BENCHMARK SERVICE

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 methodology based on the job matching process, with the Job Matching Guidance 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.



## 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 MANAGEMENT SOLUTIONS

Our Staffing Management Solutions, 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.

## EXPAT EMPLOYMENT SOLUTIONS

### Your One-Stop Solution for Hiring and Managing Foreign Employees in Vietnam

PeopleWise Vietnam provides comprehensive Expat Employment Solutions designed to help companies attract, employ, and manage foreign professionals in Vietnam efficiently, compliantly, and cost-effectively.

We support businesses across the entire expatriate employment lifecycle – from executive search and talent acquisition to legal employment, payroll, tax compliance, and immigration. Our solutions allow clients to focus on business growth while we handle all HR, legal, and administrative complexities. Include:

**Executive Search & Talent Acquisition:** Source and recruit qualified foreign professionals, executives, and specialists.

**EOR (Employer of Record) Services:** Legal employment, payroll management, personal income tax compliance, and full HR lifecycle support.

**Immigration & Work Authorization:** Visa, Work Permit, and Temporary Residence Card (TRC) applications and renewals.



### Why choose us?

At PeopleWise Vietnam, we are proud to be trusted partners of multinational companies and strategic partners of leading local and FDI enterprises. We deliver high-quality, internationally professional services while providing cost-effective solutions that create a competitive advantage and generate long-term value for our partners.

Our proven expertise is reflected in key metrics: we have successfully collaborated with 100+ key strategic partners and engaged with over 8.36 Million+ candidates across diverse industries.

We leverage a technology-driven approach to enhance the partner experience, ensuring efficiency, transparency, and seamless collaboration. Our platforms include:

- AI-integrated CRM Recruitment and Staffing Management System – streamlining recruitment and workforce management processes.
- PeopleHays.com – our job platform connecting businesses with top talent.



# PEOPLE & ORGANIZATIONAL 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

# OUR LEADERS



**TRUNG HUYNH**  
**Chief Technology Officer (CTO)**  
**Founder, PeopleHays.com**

Bachelor's Degree in Information Technology,  
International University, Vietnam

Trung Huynh brings over 15 years of experience across global corporations, having held leadership roles at DHL, Unilever, and Bosch. As Chief Technology Officer at PeopleWise Vietnam, he leads technology integration and process optimization to enable seamless recruitment operations and enhanced client experiences. Trung plays a key role in driving PeopleWise's technology and system development to elevate the customer experience, and leads the development of new digital platforms, including PeopleHays.com, which connects employers with the right talent.



**KHOA NGUYEN**  
**Staffing Operation Lead**

Bachelor's Degree in Accounting,  
University of Economics Ho Chi Minh City, Vietnam

Khoa Nguyen brings extensive experience in managing payroll and workforce administration for PeopleWise and its strategic partners. Leveraging his deep expertise and comprehensive knowledge of employment law, discrimination law, labor law, employee relations, and social compliance standards, he delivers effective business partnering support and staffing management solutions. His expertise includes expatriate employment management solutions that consistently create added value for strategic partners while helping them achieve greater operational efficiency and cost-effectiveness.

# TESTIMONIALS



Mr. Nguyen Minh Tan  
CEO

After six months of working together, I am truly impressed with PeopleWise’s professionalism and strong sense of responsibility. I look forward to more opportunities in the future. Congratulations to PeopleWise Vietnam on successfully building such a high-quality team.



Mr. Vuong Viet Linh  
CEO

PeopleWise Vietnam has been a trusted partner in managing our payroll and HR consulting needs. The team takes time to truly understand our organization, proactively advises on best practices, and handles complex matters with care and precision. Their responsiveness, reliability, and personal approach give us real peace of mind. We highly value the partnership and see PeopleWise as an extension of our own HR team.



Bui Thao Nguyen  
Product Operation

Through PeopleWise, I received career counseling that helped me organize my skills and experiences, highlighted my outstanding skills to make me more confident and stand out among other candidates. As a result, I was able to confidently answer interview questions during the interview as I understood my strengths instead of being afraid of failing like before. Thanks to that, I received an offer for a position. That’s awesome!



Mr. Duy Luong  
IT Manager

After earning a degree in my passion, I struggled to find work that matched my values. PeopleWise connected me with a specialized coach who helped clarify my career goals, refine my documents, and develop a winning job search strategy. With their guidance, I was able to land a job at a company that aligned with my values and allowed me to use my skills and experience to make a positive impact. Thanks, PeopleWise, for the career boost!



Ms. Trinh Ha Uyen  
Head of Talent Acquisition & HRBP

PeopleWise does not just introduce candidates; they accompany us as a trusted partner. Their professionalism and transparency in the way they work give us complete peace of mind.



Ms. Huynh Phuong  
Human Resources Manager

I sincerely thank the PeopleWise team for your enthusiastic and professional support over the past period. Your services have truly added great value, making the recruitment process smoother and more efficient. I am very pleased with the dedication and prompt support from PeopleWise’s consultants. This is a significant strength that enables both parties to coordinate effectively. I look forward to continuing a close and successful collaboration with PeopleWise in the future.

**Your Strategic Partner for  
Long-Term Success**



**Let's Connect!**

**Your HR & Workforce Partner in Vietnam**

**A:** IMC Tower, 62 Tran Quang Khai, Tan Dinh, District 1, HCMC

**P:** +84 28 88898099 | +84 968 845 099

**E:** [info@peoplewise.vn](mailto:info@peoplewise.vn)