






[Updated April 2024]



# NGUYEN HOANG MINH TRI

[Nguyễn Hoàng Minh Trí]

-  26th July 1984, Vietnamese, Married, One child.
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## OBJECTIVES

As an experienced IT recruitment leader who has more than ten years of experience in the industry, I aim to look for challenges that can lift me up to reach new heights in my career.

## EXPERIENCE

### DIGI-TEXX [03.2023 – present]

#### Talent Acquisition Manager

DIGI-TEXX is a 100% German-invested company specializing in Business Process Outsourcing (BPO) and Digital Services. For the last 20 years, DIGI-TEXX successfully positioned itself as a trusted service provider for various industries. Healthcare, Banking, Finance, Insurance, and E-commerce are critical industries the company are focusing on.

Joined DIGI-TEXX to manage a team working on various kinds of work. They are:

- Talent acquisition: support all of departments on hiring talents from technology (IT), projects management to operations and business support functions. I myself work on some difficult IT jobs like CTO, Software Architect, Senior Cyber Security Engineer, Senior Data Engineer, Senior DevOps Engineer, Senior Python Backend Developer etc. Total headcounts successfully hired are around 15 on average per week; made annual recruitment plan and budget; made recruitment strategies on recruitment campaigns – a largest project that requests a number of approx. 400 headcounts in 6 to 9 months long; also supported the company's partner for recruiting staff
- Collected CVs from various resources to build a talent pool. Training staff for candidate sourcing and interviewing skills
- Employer branding: joined as a leader for events to promote the company brand like job fairs: attend top universities' job day; and as partner for government event in Hau Giang, CSR events that cooperated with marketing department. Also took part in writing scripts for video shooting to post on social media channels (Facebook, LinkedIn and other platforms); writing articles for company's events to post internally and externally; also acted the photographer role in the events etc.
- HRBP:
  - Worked on creating a competency framework for all departments of the company; worked with various departments to define and create job description templates; did exit interviews for leaving staff etc.
  - Talent development: took detection for key talent(s) of all departments and made plans to retain and develop their career with the company
- Recruitment platform repair and upgrade: to lead a project of repairing the internal recruitment platform as well as adding up new functions. Join in all relevant work from system researching, bug detection to solutions and new functions proposed.
- Quotation making: to make quotations for hiring positions for BPO projects. Also give consultancy for how to do negotiation on price of service offered with the clients

**GETLINKS [09.2022 – 11.2022]****IT Recruitment Consultant Manager**

GetLinks is a platform and ecosystem that connects tech talents with opportunities across Asia. The company supports people to build their skills, their connections, their teams and their careers.

Joined GetLinks Vietnam to work as a Recruitment Consultant Manager to build and manage a new IT recruitment team where we'll be 100% focusing on technology recruitment for markets of Vietnam and foreign countries.

**TALENTVIS [12.2021 – 07.2022]****Principal IT Recruitment Consultant**

Talentvis is a leading Recruitment & Executive Search Group with offices growing across Asia Pacific. With expertise recruiting in over ten industries, Talentvis is a platform that connects talents to opportunities that further their career.

Joined Talentvis Vietnam to work as a principal IT recruitment consultant to support both clients and candidates to well find each other. I also take responsibility in building my own technology team of consultants to meet the fast growth and expandability of the company.

Built pools of talents and potential clients.

**SELF-EMPLOYED [08.2020 - 10.2021]****Freelance IT Headhunter**

I worked as an IT headhunter for some large software companies and in collaboration with some headhunting agencies in finding IT talents in a wide range of various IT positions.

**PYCOGROUP [06.2018 - 02.2020]****Recruitment Platform Manager**

- I joined PYCOGROUP to build a recruitment platform including Vietnam and Europe markets. This is a new business to Vietnam side of the company. I do manage a team of total 16 Recruitment Officers (Talent Sourcers) and Recruiters, plus a Campaign Manager under the task of providing CV sourcing for Europe markets and both CV sourcing and recruitment services to Vietnam market. This is a department of the company, and it has been continuing growing and expanding.
- I did manage three small teams plus one Campaign Manager with total staff was up to 18 team members. Together we successfully delivered best fit candidates to various IT software development projects from within PYCOGROUP and its well-known partners like Ansarada, MessageMedia, YelloPepper and National Australia Bank (NAB).
- Built large talent pools of candidates for Vietnam market and some for European markets.
- I was undertaken in making annual plans for team staff development, changes, and strategies for best transformation for various periods of market states.

## **HARVEY NASH VIETNAM [07.2013 – 05.2018]**

### **Project Manager - BPO Department [02.2018 – 05.2018]**

- Did manage 9 projects across clients from Europe for CV sourcing, executive search in IT and Pharmaceutical industries: human resource services such as contract management, timesheet and data validation services. Total staff under my management were up to 60.
- Was responsible for the whole department's operations and annual sales targets and met them.
- Did supporting the recruitment department in managing and organizing team.
- Undertook in making monthly/quarterly/annually plans, budgets and forecasts for staff, sales and strategies
- Was responsible for leading the GDPR compliance for Vietnam side – apply for 18 projects of all departments of Harvey Nash Vietnam, for both branches of Ho Chi Minh and Ha Noi

### **Department Supervisor (Acting Project Manager) - BPO Department [07.2017 – 01.2018]**

- Did all scopes of a project manager role: supervised for sales & operations activities of the Business Process Outsourcing (BPO) department; made report for all department's operations activities
- Did management for 6 teams plus one team doing B2B sales specializing in lead generation works (UK market); made performance review and staff promotion programs
- Was responsible for projects delivery, sales, revenue, planning for human resources, recruitment and development of the department and do forecast for revenue as well.
- Acted as a bridge between the company and clients as well as staff with the company.

### **Senior Team Leader - BPO Department [02.2015 – 06.2017]**

- Assisted the project manager in managing some teams.
- Conducted some training, coaching and support other teams.
- Took part in building KPI for my members and evaluating their performance for promoting them to higher levels of their careers at the company.
- Made monthly reports for performance and bonus for teams.
- Made decision for employee's promotion and staff hiring.
- Recruited new people for many teams.
- Maintained the position of the No.1 team at Harvey Nash Vietnam in the three most recent continuous years.
- Traveled to the UK for reporting and training.

### **Team Leader - BPO Department [07.2013 – 01.2015]**

- Managed a team of 8 people (continue expanding to a larger scale) to give candidates sourcing service, first stage of the recruitment process, to the group in the UK which is called Mortimer Spinks - a subsidiary of the Harvey Nash Group, a market leading in technology talents recruitment service in the UK.
- Took part in building the team as well as recruit new members and give training and support to staff.
- Made every team member become specialist in a specific field of IT such as .Net, Java, Testing, Network and Marketing also.
- Built large talent pools of candidates for various market of European countries and Vietnam also.
- Made decision for employee's promotion and staff hiring.
- Recruited new staff.
- Gained extensive work results, met the target and was selected to come to London for training and presentation (report) in the kick-off event of Mortimer Spinks UK.
- High appreciation and satisfaction of the management board of the global whole group for the team.

**IDC (International Data Corporation) [06.2012 – 09.2012]****Market Research Analyst (Contractor)**

- Contacted IT Network and Telecoms vendors for interview schedule.
- Interviewed vendors come along with secondary research then analyzing the market and making data.
- Made forecast and final report for the Vietnam IT network devices market.
- Successfully completed the contract, done report and other documents.

**FREELANCER [09.2011 - 05.2012]****Freelance articles writer in collaboration with a magazine**

- Wrote articles in assigned topics by a magazine, for both paper-print and its online web content.
- Took time to rest, relax and travel somewhere to explore more about myself.

**IDC (International Data Corporation) [09.2010 – 08.2011]****Market Research Analyst (IT Services)**

- Worked with top IT market players such as IBM, Cisco, HP, SAP, Oracle, Symantec etc., attend their conferences/ summits.
- Conducted outside interviews with IT/Telecom vendors.
- Collected information then analyzing the market data.
- Made forecasts and writing qualitative documents, reports and cases-studies.
- Made research programs to gain insights into the specific markets such as cloud computing and data center services.
- Kept track of new technical trends.
- Followed up context of the macro economy and IT spending in various vertical industries like government, FSI, telecoms, construction, manufacturing.
- Successfully completed works in time scope.
- Got insight into the market.
- Successfully built and kept warm up relationship with vendors and businesses in the market; got sales from tailor-made reports.
- Built rich contact pools for the company

**GLANDORE SYSTEMS [12.2007 – 08.2010]****Research Team Leader / Department Supervisor - Sourcing Department [09.2008 – 08.2010]**

- Managed operational activities of talent sourcing for all clients of the company. Assisted the Director in managing and supervising about 80 to 100 employees including Team Leaders and Talent sourcers
- Did researches for new approaches to improve candidate sourcing and tried to find out more resources on the internet such as job boards, social media (LinkedIn, technical forums etc.,).
- Simultaneously helped in training newcomers for candidates sourcing skills, supervising and arranging them into teams, assisted the director to keep track of the processes and performance of all teams.
- Gained good feedback from clients on account management.
- Pushed and kept performance of the team at high levels.
- Successfully built good manpower for sourcing department with high skilled and knowledge adaption.

## Researcher - Sourcing Department [12.2007 – 08.2008]

- Sourced candidates in Vietnam market specializing in IT fields for clients based on their requests, evaluate then select right ones.
- Clients include some big firms as Google, IBM (for EU, US market), Cisco Vietnam, IBM Vietnam, CSC Vietnam, Pyramid Consulting, COA etc.

## EDUCATION

### Vietnam National University HCMC [2002-2002]

Bachelor of Information Technology

### APTECH Institute [2003-2006]

Higher Diploma in Software Engineering

## CERTIFICATIONS

### FMIT Institute

Certification in Project Management

### Better Living Life Coaching & Training Center

Influencing skills with NLP

### VMP Academy

Certifications in communication, problem solving, critical thinking

**Other trainings:** project management, coaching

## SKILLS

- Team management & styles adaptation, training and supervising staff, staff appraisal and motivation for career promotion
- Client side: doing presentation for sales and business development, dealing and negotiating, consulting and requirement analysis.
- IT recruitment: consulting, self-sourcing, recruiting, client management & candidate management.
- Workforce planning
- Recruitment platforms: bugs detection, functions development and providing ideas to apply.
- Business growth & development; quotations making and consultancy on pricing strategies.
- Employer branding and working with other parties: clients, partners, service providers.
- Problem detecting and solving, planning, forecasting, decision making.
- Data analytics and IT market research
- Jira, Confluence, Trello, MS Windows, MS Office and Google Apps, social media: LinkedIn, Facebook and others and the abilities for self-catching up new technologies.

## INTEREST

Photography, book, architecture & interior design

**Hash Tags:** #Result-oriented-person #Tech-savvy #Go-getter-person #Workaholic  
#Experienced-leader #Talent-acquisition #Talent-management #Talent-development  
#Recruitment #Business-development #Talent-partner