

Coordonnées

www.linkedin.com/in/thuan-thanh-nguyen-48768219 (LinkedIn)

Principales compétences

Recruiting

Human Resources

Business Development

Languages

French (Full Professional)

English (Full Professional)

Vietnamese (Native or Bilingual)

Thuan-Thanh Nguyen

APAC HR Director at NashTech Limited

Việt Nam

Résumé

HR expert with years of working experience at management level with deep understanding and practices in both HR strategic and operation

Expérience

NashTech Limited

APAC HR Director

janvier 2019 - Present (6 ans 3 mois)

Vietnam

NashTech

NashTech is a UK based company specialized in Software Development, Testing, BPO, Outsourcing, Offshoring, Support & Maintenance, Microsoft Gold Partner, Application Development, Robotic Process Automation, and Machine Learning ,

Company size: 2000+ employee

Responsibilities:

Board Member of NashTech Vietnam Offshore SMT

Direct and oversee all HR functions, nationwide of 3 regions HCM, Hanoi and DaNang

- Talent Acquisitions
- Total Rewards
- Learning& Development
- Strategic workforce planning
- Business partnering: Talent Management & Leadership pipeline & Employee Relation.
- Employer Branding
- Driving workplace culture
- Internal Corporate Events/ Communication
- Admin & facilities

Playing HRBP role for country managers of Australia, Japan, Singapore

Robert Bosch Engineering and Business Solutions Ltd.

HR Senior Manager

mars 2013 - janvier 2019 (5 ans 11 mois)

Robert Bosch Engineering and Business Solutions Vietnam company limited (RBVH) is a 100% owned subsidiary of Robert Bosch GmbH. Located in Ho Chi Minh city, the company was incorporated in October, 2010. RBVH develops innovative engineering applications in embedded software, mechanical design and provides Business Services for IT and IT enabled service (ITES) support to the Bosch Group of companies globally.

Responsibilities:

- Topic Owner of HR policies & processes including authoring and implementing
- HR Business Partner topics: Goal/Performance, Career Development, Potential Identification, Succession Planning, Engagement Initiatives, Retention Initiatives, Disciplinary
- Leading HR team for the below
 - o Compensation & Benefit topics including local payroll and onsite payroll, Market survey/ benchmarking, Annual Salary Review
 - o International mobility management including: projection, accommodation planning, ticketing, contracting, touch base with onsite associates
 - o Internal Corporate Events/ Communication including budgeting, planning and leading organization team
 - o Senior Management Recruitment/ Management Trainee (JMP – Junior Manager Program at Bosch)
 - o CIP topics – Continuous Improvement Plan: Associates Satisfaction Survey including: Location coordinator role, result analyzing and following-up action
- Report to CEO

MJ Group

Head of Talent Acquisition

avril 2012 - février 2013 (11 mois)

Leading corporation in E-commerce, MJ owns www.diadiem.com , www.nhommua.com , www.zap.vn , www.hungry.vn , www.yume.vn , www.twomedia.asia , www.two.vn

Responsibilities:

- In charge of recruitment for the whole group, including 7 business units and more launching projects
- Doing HR mediation and provide with consultation to the board to improve culture of the group, team spirit and maximize division performance
- Participate in the process of implementing a HR software system including sourcing for vendors in the best interest of the whole group, presentation, testing and choosing vendors...
- Acting strategic partner to division heads, providing consultation in HR management (pay scale, KPIs, Evaluation, recruitment...)
- Report to COO of the group

MRI Network Vietnam

Regional Senior Consultant

janvier 2010 - avril 2012 (2 ans 4 mois)

Established in 1965, MRI provides executive search and recruitment services to its clients internationally. The MRI network now approaches 1,200 offices globally, making it one of the largest search companies in the world. MRI Vietnam got its license in 2009 and started the operation in 2010

Responsibilities:

- Business development, B2B, client meeting/ sales presentation
- Retained search, contingency search, international search
- Mapping/ targeting/ approaching/ assessing candidates
- Provide consultancy/ solutions for Clients, career consultancy for candidates
- Salary survey, market survey
- Recruit/ training/ coaching new consultants
- Strategic planning/ sales forecast

le paradis du fruit

Restaurant Manager

2007 - 2009 (2 ans)

Responsibilities

- In charge of day-to-day operation
- Supervise 20 of service and kitchen staff
- Placing orders, supervise delivery and control inventory
- Recruit/ training/ coaching new staff

Formation

Institut catholique de Paris
Master, HR Management · (2007)

The University of Wolverhampton
BA, Human Resources Management - exchange program · (2005)

IUT de Sceaux
BA, Human Resources Management