

Contact

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Top Skills

Total Rewards Strategies
HR Strategy
Strategic Human Resources
Leadership

Languages

Italian (Elementary)
English, BA degree
German (Elementary)

Certifications

How to Be an Adaptable Employee during Change and Uncertainty
Certified HR Professionals (CHRP)
Hogan Assessment - certified Coach
Prosci® Certified Change Practitioner
Building Business Acumen

Honors-Awards

2018 Silver Award (HR Transformation)
2014 Chairman Award of Business Excellence for VN team (the most prestigious award in Baxter) - HR as Strategic partner

Nguyen Minh Chau

HR Head at Johnson & Johnson
Vietnam

Summary

Professional Profile

An accomplished senior HR professional with more than 20 years of hands-on experience across management roles in multinational business practices, including commercial, manufacturing and very high intellectual, respected environment of professional education; Augmented by profound international education and passion in HR career.

- Advanced knowledge, strong capability in Strategic HR, Organization Development, Talents, Change Management, Learning & Development, Performance Management and Total Rewards.
- High performing executive with a proven track record of accomplishments.
- Driven, innovative, versatile and passionate to lead a team towards challenging business objectives. High capacity and motivation to thrive in a fast-paced environment.
- Willing to share, strong self-starter spirit, high learning agility to be professional and advanced.
- Strong sense of confidence, accountability, and high level of commitment.
- Master user of SAP, People Soft system, familiar with WorkDay and out-going communication with fluent English

Career Objective

- Long-term commitment to a professional team where a disciplined focus to result, a zeal for initiatives and communication will be stretched to the fullest.
- To gain further exposure, learning and experience then the contribution will be valuable to your premises

Experience

Johnson & Johnson
Head of HR
August 2020 - Present (4 years 8 months)

Ho Chi Minh City, Vietnam

Be in charge of people and organization strategies and talents liberated programs in J&J, VN.

Be the project champion and change agent of org design project to align with new business models, agile capability and culture change

Coach & demonstrate authentic leadership, situational leadership & servant leadership, instill coaching, mentoring programs and embrace constructive feedback culture.

Values added creator - enables business performance, growth and change via people solutions

Change agent - from partner of business to be part of business, with strong business acumen and deep functional experts to become co-accountable leader for business outcome.

Fulbright University Vietnam

Human Resources Director (Undergrad & MBA programs)

March 2020 - August 2020 (6 months)

Ho Chi Minh City, Vietnam

Interested knowledge broaden journey with daily interactions with global intellectuals, scholars, senior professors in prestigious universities (Harvard's sponsor)

Instill full responsibilities of policies, procedures set up, overall HR spectrum strategy design in NGO (USAID, Yseli, other remarkable funds sponsor)

Inspire "full-brighter" young talents with liberated education.

Nourish the aspiration, ambition via coaching, mentoring programs and well structure development programs to provide a high inspired research atmosphere,

GSK

Head HR (Pharma & Consumer Healthcare)

September 2016 - February 2020 (3 years 6 months)

Ho Chi Minh City, Vietnam

Set vision of HR of the company and lead the company business and HR matters through the vision

Develop and implement organization development strategies including organization structure, developing business strategies, people development plan, organization development plan, workforce plan, performance management, coaching, recruiting & hiring, retention, and etc.

Develop and implement long-term/mid-term HR management strategies and policies.

Baxter Healthcare

Sr. Manager, HR

May 2012 - September 2016 (4 years 5 months)

Ho Chi Minh City, Vietnam

Strategic HR business partner, Change Management & Transformation Project

Human Capital Planning, Total Rewards Strategy

Workforce Planning

Organization Development & Talent Management, Succession Plan

Facilitating, Coaching & Training, Consulting & Mentoring

HR Operational Excellence, Process & Technology Management (HRIS)

Employee Engagement - Employee Value Proposition

Compliance Committee - PowerUP Continuous Improvement Champion (Creative Ideas project)

Syngenta

HR Services Manager

June 2007 - May 2012 (5 years)

Ho Chi Minh City, Vietnam

Total Rewards & HR Admin Management

Talent Acquisition

Performance Management, Talent Management

Employee Relation, Employee Advocate

HRIS master

Trade Union Chairman

Gameloft

Sr. HR Lead

March 2007 - June 2007 (4 months)

Ho Chi Minh City, Vietnam

Talent Acquisition, Workforce Planning

Employer branding, Management Trainee, Campus hiring campaign

Establish HR policies, processes for newly set-up corporation

Organization Development

Employee Advocate, Employee Grievance Committee Lead

Saigontourist Holding Company

6 years 10 months

HR Assistant Manager

April 2004 - March 2007 (3 years)

Ho Chi Minh City, Vietnam

Payroll and HR reports, systems administration

Campus / Vocational schools recruitment

Onboarding new hires and internship program

HR Admin management

HR data management

Sales & Marketing Assistant Manager

June 2000 - March 2004 (3 years 10 months)

Ho Chi Minh City, Vietnam

Roll out the campaign of marketing 3-stars hotel upgrade to 4-stars hotel

Manage corporate accounts

Design promotion campaigns and new launched products marketing plan

Responsible for PR events

Follow up and monitor P&L for sales & marketing function

Education

University of Gloucestershire

Master of Business Administration (MBA), Business Administration and Management, General · (2012 - 2013)

University Of Economics Ho Chi Minh City

2nd Bachelor Degree, Enterprises Finance and Accounting · (2002 - 2004)

ĐH KHXH&NV - University of Social Sciences and Humanities (USSH, VNUHCM)

Bachelor of Arts (BA) - mainstream · (1996 - 2000)

University of Finance & Marketing - UFM

Bachelor of Business Administration (BBA) - mainstream · (1995 - 1999)