

# Thang Pham Duy

## Senior Recruitment Officer



+84 903 361 753



pdthang23594@gmail.com



pdthang235

## EXPERIENCE

### CBTW APAC

#### Senior Recruitment Officer

Mar 2022 – Present

- Key Project: Mantel - Pepperstone (Australia - 2025), Deputy - Australia (Hanoi) – 2023, CIMB - Thailand (Hanoi) - 2022
- Supported: JobAdder, Next Practice, Clicksend, Instacluster, Creditorwatch, Infotrack/ Infotrack - Global, Deputy; OneAston/BTS – Banking Technical Solution (Philippines market).
- Partner with recruiter teams in the B.O.T – CBTW model to build and maintain qualified pipelines across APAC

#### Recruitment Officer

Aug 2020 – Mar 2022

- Main Project: NAB – CBTW
- Market: Ho Chi Minh, Vietnam.
- Responsible for a mailing campaign - support to Recruitment Team.
- Search and qualify for candidates who match job requirements.

#### Responsibility:

- Develop a good understanding of client's companies through job specifications, job descriptions, and consultant (industry, work culture, and environment).
- Working closely with the recruiter team to understand the technicalities involved in each client brief.
- Summary of client's requirements to create a suitable Boolean string.
- Seeking: candidates on all available channels in the US, UK, Asian markets such as Google, LinkedIn, Jobsite, Jobserve, ...
- Ensuring that candidates are suitable for the role - have skills, enough experience, availability, required salary, travel distance, etc...
- Creating list of candidates and sending for a Recruiter Consultant.
- Gathering feedback from Recruiter Consultants and modifying searching if needed.
- Filter: Received response emails of advertising job specifications. Reading CVs and shortlisting prospective candidates.
- Making daily searching to build a talent pool of candidates and updating the in-house database regularly.
- Provided support for recruitment in another part of the recruitment process.

### Vsource.io

#### Talent Sourcer

Apr 2018 – Mar 2020

- Performed online searches to qualify potential candidates and presented the respective opportunities to them.
- Successfully sourced and placed candidates in positions such as Software Development, Sales & Marketing, Managerial level positions, and Executive-level talent.
- Proficient in complex Boolean searches on job boards (LinkedIn, Google, etc...). The market in the US, UK, Ireland, ASEAN ...

## PROFILE

I am a Senior Recruitment Officer at CBTW, a global consulting company that helps clients transform their businesses with digital solutions. I specialize in talent sourcing for B.O.T (Build-Operate-Transfer) projects, which involve building and managing teams for clients who want to establish or expand their presence in Vietnam.

With an Associate's degree in Business Administration and a certification in Talent Sourcing by LinkedIn, I have developed skills in Talent Mapping, Yesware, and Executive Search. I have contributed to the successful B.O.T transfer of project NAB, a collaboration with a leading Australian bank, since August 2020. I am passionate about connecting people with opportunities and helping them grow their careers. My goal is to provide high-quality recruitment services that meet the needs and expectations of both clients and candidates.

## EDUCATION

### Industrial University of HCMC

Business Administration

College - Associate's degree

## INTERESTS

Reading

Craft beer

Movie

Traveling

Play basketball