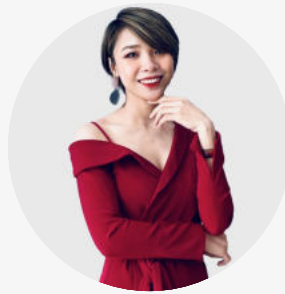


Dang Thi Hue (Uni)

HRM | HRBP Manager

Talent Acquisition Manager

A seasoned HR professional with over 10 years of experience in strategic HRBP, Talent Management, Employee Relations, and HR Transformation, recognized for a creative, result-oriented, and moving forward mindset.



<https://linkedin.com/in/unihuedang>

Portfolio - <https://unihuehr.com>

Ho Chi Minh city, Viet Nam

huedangkth@gmail.com

0976357835

Skills & Competencies

Mindset

- Strategic thinking | Business acumen | Leadership & Navigation | Collaboration | Adaptability | Result - Oriented | Creativity | Integrity | Influence

Skill - set

- HR strategy | Talent management | Employee relations | Communications | Consultation | Critical Evaluation | Digital transformation

Tool - set

- HRIS | ATS | Dashboard | BI | Looker | Microsoft office | Social media | Digital Marketing | Graphic Design (Adobe | Figma | Canva) | UXUI

Work Experience

Nghề Nhân Sự Việt Nam

1/2024 - Now

Advisor & Partner

- Serve as an Advisor and Partner, providing HR management solutions to clients. Design impactful courses and serve as a speaker in training programs focused on HR Management and Employer Branding, contributing to enhanced talent strategies and employer branding practices.

Spiral Company | 30.000 employees

11/2023 - Now

Project Manager | Employer Branding | Talent Sourcing Senior Manager

- Project Management:** Led the development and execution of new HR Tech projects, including HR and recruitment platforms, driving business growth and innovation.
- Branding & Talent Sourcing:** Managed a team of 10+, delivering 10,000+ candidates monthly for over 20 major clients like *Vinamilk, Coca-Cola, Marico and Hafele*. Improved recruitment processes, cutting cycle time by 20% and boosting qualified CVs by 18%.
- Strategic Relationships:** Established key partnerships, fueling new business growth and strengthening client retention in the HR outsourcing sector.

Mobile World Group | 70.000 employees

07/2016 - 10/2023



Human Capital Senior Manager

2023: Human Capital Senior Manager (managed 5 HR Leaders - 32 specialists)

2021 - 2022: Human Capital Manager (managed 3 HR Leaders- 20 specialists)

2018 - 2020: HRBP cum TA & EB Team Leader (managed 10 specialists)

2016 - 2018: Talent Acquisition & Employer Branding Executive

- HR strategies:** Built and executed HR strategies tailored to each business chain (Thegioioidong, Bachhoaxanh, An Khang Pharma), supporting over 60,000 employees nationwide to ensure high performance.
- Talent Management & Succession Planning:** Collaborated closely with the CEO and business leaders to create workforce plans, attract top talent, and develop succession paths for key roles. Led internal talent programs, talent pools, internal promotions, and external management trainee programs.

Education

2010 - 2014

University of Economics and Law

- Economics

Languages

- Vietnamese
- English

Certificates

- MWG Leadership Programs (2020-2022)
- Influencer (2022)
- Chief Human Resources Officer - CHRO by PACE Institute (2023)
- Employer Branding Practitioner by Talent Brand (2018)

Other Activities

- Partner with **Nghề Nhân Sự Việt Nam** in various industry events.
- Partner at **TopCV Vietnam** events with over 200 CEOs, CHROs, and HR professionals:
- TopCV Insight 19*: "Building Recruitment Strategy Optimization through Technology Solutions"
- TopCV Insight 25*: "Building an Accountability Culture for Sustainable Talent Attraction"
- Speaker at specialized HR events for students at **universities** including UEH, UEL, HUF, Hutech, OU...
- Served as an Assessor for **Talentview** in a Senior Talent Acquisition program (C-level).

Dang Thi Hue (Uni)

HRM | HRBP Manager

Talent Acquisition Manager

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- **Talent Acquisition:** Managed a team of 5 HR leaders and 20-30 talent acquisition specialists, responsible for recruiting 1,000-3,000 employees monthly across **Retail, FMCG, logistics, IT - Tech team, and back-office** roles. Developed comprehensive recruitment and retention strategies to meet MWG's human capital needs.
- **Talent Development Programs:** Designed and implemented training programs to enhance professional skills, soft skills, and onboarding for new employees and mid-level managers, aligned with the rapid growth of business units.
- **HR Digital Transformation & Process Optimization:** Contributed to digital HR transformation projects, such as the development of talent management systems, employee engagement platforms, and internal portals, ensuring seamless and efficient HR operations across the organization.
- **Performance Management & Employee Engagement:** Established key performance indicators (KPIs) for teams and departments, while implementing employee engagement programs to reduce turnover and improve job satisfaction. Led 360-degree assessments and developed competency frameworks across various positions.
- **Employer Branding:** Spearheaded a strong Employer Branding strategy, creating a robust talent ecosystem with a career website (1 million visits), a strong presence across 12 social media channels (1 million followers), and partnerships with over 100 universities, attracting 40,000-50,000 applications per month.
- **Employee Relation:** Successfully resolved labor relations issues, including employee complaints, labor disputes, and violation of company policies.

FPT Retail | 19.000 employees | Ho Chi Minh City, VietNam

05/2015 - 06/2016

Talent Acquisition Executive

- Oversaw the entire recruitment process, encompassing sourcing, interviewing, and onboarding candidates, resulting in the successful hiring of 100-120 new employees per month across all levels and positions, both for back-office and Mass operations.
- Organized recruitment activities and events, such as workshops, to promote talent acquisition (TA) initiatives and attract top talent.
- Handled employee relations issues, including performance management and disciplinary action in accordance with the law.
- Monitored and analyzed labor turnover, employee retention rates, and other HR metrics, providing data-driven insights for strategic decision-making.

Wingcall company | 300 employees | Ho Chi Minh City, VietNam

05/2014 - 06/2015

HR Assistant Manager

- Supported full range of HR functions such as recruitment, training, compensation, benefits, and internal communications.
- Supporting external activities and welcoming partners of the company.
- Successfully handled all HR-related tasks from entry-level duties to strategic planning.

References

1. Mr. Dang Minh Luom _ CHRO at MWG
2. Ms. Thanh Tuyen - Head of Human Capital at MWG - SĐT: 093.338.5xxx
3. Mr. Bui Doan Chung - CEO & Founder Nghe Nhan Su Viet Nam