# Dang Thi Hue (Uni)

## Strategic HRM | HRBP Senior 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
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# **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**

Mobile World Group | 70.000 employees

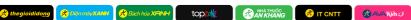
07/2016 - 10/2023

















## **Human Capital Senior Manager**

2023: HRBP Senior Manager (managed 5 teamleaders - 32 specialists)

2021 - 2022: HRBP cum TA Manager (managed 3 teamleaders - 20 specialists)

2019 - 2020: HRBP cum TA Team Leader (managed 10 specialists)

2018 - 2019: Talent Acquisition Team Leader (managed 5 specialists)

2016 - 2018: Talent Acquisition Executive

### Strategic HRBP and Organizational Development

- Actively collaborated with the board of directors and heads of business units to spearhead the implementation of multiple internal talent development programs, fostering a highly skilled and competitively advantaged workforce.
- · Successfully implemented organizational structure development initiatives, including organizational charts, promotion and level-up processes, salary scales, job descriptions, headcount review and productivity evaluations, ensuring a well-structured and aligned workforce.
- Spearheaded the implementation of 360-degree assessments, competency standards, and employee surveys, providing valuable insights for performance reviews and talent development strategies.
- Pioneered the development and execution of EVPs and Employer Branding strategies for MWG subsidiaries, successfully positioning MWG as a top employer in Vietnam and attracting top talent, contributing to the organization's competitive edge.

### Talent Acquisition | Employer Branding (porfolio: https://unihuehr.com)

- Managed a team of 4-5 teamleaders and 20-30 talent acquisition specialists for multiple chains and subsidiaries within MWG.
- Developed comprehensive strategic recruiting and retention plans to meet the human capital needs of strategic goals.
- Recruited 1,000-3,000 new employees per month for Thegioididong, BachhoaXanh, An Khang Pharma, Back-Office, IT etc.
- Led the creation of a strong employer branding ecosystem, including career website (1M traffics), a strong social media presence (12 channels with 1M followers), and partnerships with over 100 universities, attracting over 40,000-50,000 applications per month.

# **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 (2020)

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### **Talent Development**

- Collaborated with the Training Department on internal training programs for new employees, mid-level managers on onboarding training, soft skills training, and professional training.
- · Consulted with business units on the development of training and development programs that met their needs.
- Partnered with universities to develop an internship program for students and helped the company recruit talented and promising students.

## **Employee Relation**

- Successfully resolved labor relations issues, including employee complaints, labor disputes, and disciplinary violations.
- Provided advice and collaborated with departments to implement employee engagement programs and processes that promote a happy and productive work environment.

## HR Operation | HR Transformation (product porfolio: https://unihuehr.com)

- Led the digital transformation of HR, including the development of a new employee portal, a new talent management system, and a new employee engagement platform.
- Optimized HR processes by automating tasks, streamlining workflows, and using data analytics to improve decision-making.
- Strong communicator and collaborator with a proven track record of working effectively with cross-functional teams to deliver successful digital transformation projects
- Played the role of Product Owner for various HR-related projects, including the vieclam.thegioididong.com website,
  ATS, internal job websites, mobile apps, and HRIS, achieving significant improvements in efficiency and productivity.

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

05/2015 - 06/2016

# **Talent Acquision 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. Ngoc Son HRBP Manager (Former HR at FRT)-SÐT: 096.626.5xxx