

An international-standard academic healthcare system

Expansion plans in Asia, especially in Vietnam

Challenge



- Appoint 70 physicians (including foreign recruits) to be based in Vietnam to learn the operational workflows, quality protocols, and academic-clinical integration model before relocating to our international facilities.
- **Recruitment Challenges**
 - Highly demanding process with:
 - Strict academic and certification requirements;
 - Urgent timelines;
 - Limited availability for communication due to candidate seniority.
- **Initial reference checks required** before first interview with client's academic board.



Solution

- 10+ experienced recruitment consultants, **in both the North and the South**, form a recruitment team specializing in healthcare recruitment and finding foreign medical human resources to support customers.
- Consultants demonstrated **high responsiveness**, working extended hours and weekends to accommodate candidate schedules and ensure timely engagement.
- **Comprehensive reference checks** across professional forums and academic networks, verified candidates' qualifications and reputations before submission, and ensured all placements met client's standards.



Results

- Ranked as **the top vendor** in terms of CV volume submitted: Manpower submitted 50 candidate profiles by the time interviews were scheduled to begin.
- Achieved **the highest screening pass rate**, with the majority of submissions progressing to the interview shortlist.
- Despite early-stage progress, Manpower is already positioned as **the leading contributor** in candidate sourcing and qualification