

A Chinese fiber optic connectivity manufacturer

Establishing its third factory in Bac Ninh, with a planned total workforce of around 2,000 employees.

Challenge



- This requires urgent mid-level hiring, including leadership roles and an initial batch of **18 critical positions** across technical and operational functions.
- Key challenges:
 - **Urgent, high-volume hiring:** Large-scale recruitment needed within a tough timeline to support factory expansion.
 - **Chinese language proficiency requirement:** Mandatory for most roles → significantly limiting the regional talent pool.
 - **Limited internal HR capacity:** In-house team focused mainly on operator-level hiring → heavy reliance on external agency support until the new HR Manager is in place.



Solution

- Manpower offered **exclusive recruitment service** for managerial-level roles and standard terms for staff-level positions, optimizing focus and efficiency across the hiring needs.
- **Proactive Salary & Benefits Advisory:** Supplied detailed, up-to-date market intelligence on salary levels, incentive structures, and comprehensive benefits
→ Empowering the client to structure highly competitive packages that attract top talent while adhering strictly to Vietnam Labour Code requirements.



Results

- **High-efficiency sourcing performance:** As the most effective partner in the project, submitted a total of 57 qualified CVs, demonstrating superior capabilities in identifying and matching technical talent within the manufacturing sector.
- Successful **placements across levels:** for Production Director, along with multiple Managers, Line Leaders, and specialist staff positions, contributing directly to the client's operational readiness.
- **Earned significant client trust** through **consistent delivery, responsive communication**, and deep understanding of their expansion needs, positioning Manpower as a reliable long-term recruitment ally.