

# CASE STUDY

## FINDING NICHE TECH TALENT

Information Technology



Manpower®



## INDUSTRY

AI & Warehouse Robotics

## COUNTRY

USA

## CLIENT INTRODUCTION

A U.S.-headquartered leader in AI-powered warehouse automation and robotics expanding its innovation capabilities in Vietnam. The client set out to build a team of approximately 50 highly skilled engineers as part of its Vietnam expansion.

## KEY RESULTS



# 70

Qualified profiles  
in 14 working days



# 50

Engineers in the  
planned team



# 7

 Accepted  
Offers

# Trusted Partner

For new hiring  
requirements

## CONTEXT

The client needed support to:

- Build a team of approximately 50 specialized engineers.
- Source niche technical skills from a limited talent pool.
- Meet demanding technical and candidate-quality standards.
- Accelerate hiring for the first critical positions.
- Establish a scalable talent pipeline for continued growth.

## SOLUTIONS

### HEADHUNTING SERVICES

- Mobilized specialized technology recruiters nationwide.
- Delivered targeted sourcing for niche AI and robotics roles.
- Managed candidate screening, engagement, and placement.
- Built targeted pipelines for niche AI, robotics, and engineering roles.
- Adjusted sourcing priorities as new technical requirements emerged.

### PROJECT HIGHLIGHT

### 14 DAYS

To build a qualified candidate pipeline for highly specialized AI and robotics positions.

**“Niche technology recruitment is not about searching wider. It requires understanding technical requirements deeply enough to search smarter, reach qualified talent faster, and build a pipeline that can support continued growth.”**

IT Recruitment Manager, Manpower Vietnam

## CLIENT FEEDBACK



4.9/5



**"Manpower consistently provides quality candidates, with over 60% progressing to interviews. The team responds within 10 minutes, communicates proactively, and offers excellent replacement support, ensuring continuity throughout the hiring process."**

*Feedback collected through Manpower Vietnam's Quarterly NPS Program.*

## WHY MANPOWER VIETNAM?

**16,400+**

Positions filled for clients each year

**130+**

Industry-specialized consultants nationwide

**12+**

Offices & hubs across Vietnam

## WANT TO FIND RARE IT TALENT?

Go beyond keyword matching. Manpower combines technical role understanding, targeted headhunting, and focused candidate assessment to secure difficult-to-find IT professionals.

[EXPLORE SOLUTIONS](#)



## ABOUT MANPOWER VIETNAM

Backed by 78+ years of global expertise and 18+ years in Vietnam, Manpower helps organizations solve workforce challenges and achieve sustainable growth.