

CASE STUDY

ACCELERATING GREENFIELD EXPANSION

Manufacturing



Manpower®



INDUSTRY

Electronics Testing Technology

COUNTRY

Germany

KEY RESULTS

 **100%**

Hiring fulfillment rate

 **600+**

Professionals mapped
and assessed

2 DAYS

To deliver the first
shortlist after
project kickoff

 **28**

Working days to secure
the first accepted offer

CLIENT INTRODUCTION

INGUN is a leading German manufacturer of high-quality testing and inspection technologies establishing operations in Vietnam for the first time. The company required a strong leadership team to drive business setup and future expansion plans.

CONTEXT

INGUN needed support to:

- Build its initial leadership team in Vietnam.
- Reach specialized senior talent across critical functions.
- Understand local talent availability and compensation.
- Accelerate hiring during the Lunar New Year period.

SOLUTIONS

EXECUTIVE SEARCH + EOR

- Delivered an exclusive recruitment solution for critical leadership roles.
- Provided salary benchmarking and talent market insights to support hiring decisions.
- Mobilized a specialized manufacturing recruitment team to accelerate sourcing efforts.
- Conducted extensive talent mapping and targeted candidate engagement.
- Enabled compliant employment and onboarding while the client established its local operations.
- Supported the client throughout the hiring and market-entry journey with local workforce expertise.

GREENFIELD LEADERSHIP HIRING

Combining targeted search and local market intelligence to build the leadership foundation for a new Vietnam operation.

"Thank you for the great collaboration and your excellent support throughout this project. We truly value your support on this exciting journey."

INGUN Leadership Team

**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

600+

Expat professionals
relocated annually

12+

Offices & hubs
across Vietnam

BUILD LEADERSHIP LOCALLY

From leadership hiring to large-scale recruitment, Manpower helps organizations attract the talent needed to establish and grow operations in Vietnam.

[EXPLORE EXECUTIVE SEARCH](#)**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.