

CASE STUDY

SUPPORTING RAPID FACTORY EXPANSION

Manufacturing



Manpower®



INDUSTRY

Fiber Optic Manufacturing

COUNTRY

China

CLIENT INTRODUCTION

A leading Chinese fiber optic connectivity manufacturer preparing to establish its third production facility in Bac Ninh, Vietnam, with a planned workforce of approximately 2,000 employees.

KEY RESULTS



57

Qualified candidate
profiles submitted



18

Critical roles prioritized

Multiple

Leadership & Specialist
Placements Delivered

Trusted

Long-Term Recruitment
Partnership Established

CONTEXT

The client required a trusted local partner to:

- Support urgent hiring for critical leadership, technical, and operational positions needed for factory expansion.
- Identify qualified candidates with Chinese language capabilities in a highly competitive talent market.
- Provide market intelligence on compensation, benefits, and talent availability to support hiring decisions.
- Supplement internal recruitment resources during the early stages of workforce ramp-up.

SOLUTIONS

HEADHUNTING SERVICES

- Conducted targeted searches for leadership, technical, and operational roles.
- Activated Chinese-speaking talent networks across relevant manufacturing sectors.
- Provided compensation benchmarking and local talent-market intelligence.
- Supported critical hiring readiness ahead of the factory launch.

“Factory expansion depends on more than hiring volume. Critical leadership and technical roles must be secured early, especially when language requirements significantly narrow the talent pool. Our role is to combine targeted search with local market insight so workforce readiness does not delay operational launch.”

Recruitment Manager, Manufacturing & Industrial Trading,
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

STAFF FACTORY EXPANSION

Manpower combines targeted headhunting, manufacturing talent networks, and local market intelligence to secure critical hires before production ramps up.

[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.