

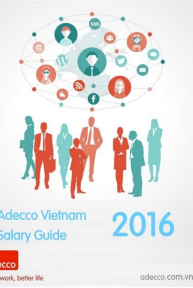
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Engineering & Technical

Position	Job Description	Qualification	Years of Experience		Gross Monthly Salary (VND)	
			Min	Max	Min	Max
Engineering & Technical						
Factory/Plant Manager/ Operation Manager	- Manage & responsible for all functions of the Factory. - Manufacturing operation. - Quality and safety management.	Bachelor of Engineering/ MBA/Masters	12	20	70 million	160 million
Production Manager	- Lead all activities in Production department. - Achieve company's KPI and cost saving. - Coach & train staffs.	Bachelor of Engineering	07	15	45 million	67 million
Production Engineer	- Assign personnel & monitors the flow of work in process through the manufacturing facility. - Demonstrate ability to trouble shoot & solve production problems effectively & timely manner in production setting. - Lead & motivate people as well as training of operators. - Hand on & very direct approach to problems & needs of production demand. - Stay up-to-date with technological developments, enabling them to enterprises & society.	Bachelor's Degree of Engineering (mechanical, Electrical & Industrial Management Degree are preferred)	04	08	15 million	30 million
Production Planner	- Coordinate production workflow for one or multiple products. - Plan & prioritize operations to ensure maximum performance & minimum delay. - Determine manpower, equipment & raw materials needed to cover production demand.	High school diploma (further education or certification is preferred)	02	04	10 million	20 million
Project Manager	- Start up project from design stage to hand over to end-user included: initiating, planning, executing, monitoring and closing. Align with other departments to achieve project objectives. - CAPEX submit for approval then control project within approved budget & follow schedule. Cash phasing, also with CAPEX/OPEX weekly tracking. - Site supervision to make sure all tasks always done with high quality & safety. Build up reliable as-built document & create lesson learned.	Bachelor of Engineering	12	20	54 million	65 million

Engineering & Technical

Position	Job Description	Qualification	Years of Experience		Gross Monthly Salary (VND)	
			Min	Max	Min	Max
Engineering & Technical						
Design Engineer	- Research, design and create new products - Determine the target audience of the product & the different usage in which it may be used - Develop initial models of different designs using computer software - Find out the manufacturing requirements by estimating materials and production costs - Present designs & perform demonstrations of product prototypes for the approval of clients - Evaluate the function, safety & appearance of products to ensure they have a practical design	Bachelor's Degree in Engineering	02	08	10 million	30 million
Mechanical Engineer	- Analyse problems to see how mechanical & thermal devices might help solve the problem - Design or redesign mechanical & thermal devices using analysis & computer-aided design - Develop & test prototypes of devices they design - Analyse the test results & change the design as needed - Oversee the manufacturing process for the device	Bachelor's degree in Mechanical Engineering or Mechanical Engineering Technology	02	07	10 million	21 million
Material Engineer	- Research & control properties of material including micro structure, hardness for various materials and in-process materials - Problem solving for material issue, carrying experiments to find out root cause & corrective actions in accordance with production/ Engineering team - Analyzing data & build reports for materials - Helping to design products & process with new materials - Build database for materials inspection data, heat treatment process & experiments - Support to develop and to improve production processes to improve productivity - Leadership skills, plan making & implementation skills	Bachelor's Degree in Material Engineering or equivalent	01	05	10 million	18 million



FMCG - Food & Beverage/Tobacco

Position	Job Description	Qualification	Years of Experience		Gross Monthly Salary (VND)	
			Min	Max	Min	Max
FMCG - Food & Beverage/Tobacco						
Area Sales Manager	- Achieve Sales Targets as planned & committed in the Business Plan. Develop Institutional Sales. Complete appointment of distributors wherever committed & required. - Ensure proper supervision & control over SR's, SO's, Distributors & Traders. - Maintain & monitor the performance of all distributors & Traders and Field Force of assigned area.	Bachelor or above	03	05	30 million	35 million
Sales Supervisor/ Executive	- To deliver top line performance comprising of sales value, volume, collection & channel execution & sales activities in assigned sales area. - Deliver sales targets. - Implement sales activities & follow up planning as determined by the RSM.	Bachelor or above	02	03	7.5 million	9.5 million
Sales Operation/ Analyst	- Manage the day-to-day operations of the sales team. - Supervise the staff working attitude & task-list outcome. - Train staffs of new location to implement the system.	Bachelor or above	03	05	15 million	18 million
Trade Marketing Manager	- Develop yearly plan & control total budget. Prepare sales tool as well as set up KPI to evaluate sale performance as daily basic with P&L rationale. - Develop, process execution & evaluate Trade promotion programs. Develop, set up criteria to track & maintain Picture of Success for company products at outlets in both ON and OFF channels through Point-of-sale merchandising. - Organize event & manage Promotion Girl team for Trade activation. Manage in-out inventory & deliver product as well as sales support items.	Bachelor or above	05	07	40 million	60 million

Logistics & Supply Chain

Position	Job Description	Qualification	Years of Experience		Gross Monthly Salary (VND)	
			Min	Max	Min	Max
Logistics & Supply Chain						
Warehouse Manager	- Manage warehouse & inventory of spare parts & supplies. Optimize the inventory but ensure production reliability. - Improve storage condition & warehouse layout. Improve warehousing process & effectiveness in the workplace. - Develop warehouse staff & team work.	Bachelor's Degree	07	10	20 million	40 million
Logistics Manager	- Responsible for delivery target of service level defined by company (quality, lead time, OTIF), control & compliance of logistics activities. - Responsible for meeting logistics budget, setting & commitment to deliver Logistics projects. - Manage Logistics team to be high performance team & high compliance.	Bachelor's Degree	07	10	32 million	42 million
Logistics Supervisor	- Strategically planning & managing logistics, warehouse, transportation & customer services. - Directing, optimizing & coordinating full order cycle. - Liaising & negotiating with suppliers, manufacturers, retailers & consumers.	B5 in Business Administration, Logistics or Supply Chain	05	07	20 million	31 million
Logistics Officer	- Identifies & evaluates suppliers, arranges for transportation of purchased goods. - Identifies & develops strategies for addressing logistical barriers. - Monitor use of materials & resources, & ensures quality record keeping.	Bachelor's degree in Procurement, Business Management or Logistics	03	05	13 million	15 million
Export Officer	- Coordinate with Overseas Carrier, Carrier, Shipping agents and Freight forwarder. - Follow up import and export shipment. - Coordinate with warehouse for loading export cargo and unloading import cargo. - Perform miscellaneous job-related duties as assigned. - Follow company policies & regulations, & all employment.	Bachelor's Degree	03	05	13 million	15 million

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E-mail marketing firm iContact is open about its financials—except for salaries.Co-founder and CEO Ryan Allis, 24, thinks disclosing salaries would be a huge distraction for the Durham, North Carolina, company’s 140 employees and would eliminate management’s advantage in the salary negotiation process. “Certainly for us, it would not be a good thing,” he says. “It’s fraught with the potential for difficulty.” Kale Was a Garnish Before This Creative Genius Made It Famous. Here’s How She Did It — and What She’s Planning Next. ‘Telling Your Brand Story is Crucial. 4 Steps to Ensure That It Resonates. This Baker Was Told Not to Speak Spanish With Colleagues. So She Started Her Own Cake Company That Values Employees Just as Much as Customers Improving Yourself Takes 9.6 Minutes of Work Each Day Meet the Women Behind Some of McDonald’s Most Iconic (and Essential) Ingredients — and How They’re Setting New Standards Remote Work Shouldn’t Be Up for Debate Employees Are Over Foosball Tables and Free Snacks. Your Company Culture Needs This Instead. Press Release, Salary Guide Insights to salary information, labor market overview, industry hiring trends, and advice for both employers and employees in Vietnam.The 8th edition of the Adecco Vietnam Salary Guide 2021 provides a detailed picture of current market offerings based on working experiences across key sectors and industries in Hanoi and HCMC. This issue also introduces an insightful infographic on the 2021 labor market overview in Vietnam. Fill in the form here to download the full reportWe can all agree that 2020 was a challenging year for the Vietnamese economy. The COVID-19 outbreak interrupted trade and manufacturing activities. The tourism and aviation industries are among the hardest hit. FDI inflows to Vietnam last year fell by 25%. Business closings and mass layoffs caused the unemployment rate in urban areas to reach a 10-year high in Quarter 2/2020. Consequently, Vietnam's 2020 GDP growth was the lowest in the decade (2011 – 2020) at 2.91%. However, thanks to the successful virus containment, Vietnam is considered a bright spot on the global economic map. It continued to achieve a positive growth rate, which is among the highest in the world. Production and exportation sectors are strongly recovering from the initial impacts. The EU - Vietnam Free Trade Agreement (EVFTA), Vietnam - UK Free Trade Agreement (UKVFTA), and Regional Comprehensive Economic Partnership (RCEP) allow Vietnam to diversify its export markets and trading partners. More and more companies are reallocating their production chains to Vietnam as their factories in other countries are closing, and the US-China trade war is grinding on. Besides, Vietnam is an attractive destination for foreign investors, including the U.S., Singapore, South Korea, China, Japan, etc. Vietnam national brand is ranked 33rd in the latest list of the world's 100 most valuable nation brands, moving up nine places from 2019. The workforce landscape has been going through sharp fluctuations in 2020. Whether or not the labor market will bounce back in 2021 depends crucially on the spreading of COVID-19. However, as firms are accelerating the digital transformation process, the need for IT-related roles, namely Data Engineer, Infrastructure Engineer, or CTO, is significantly increasing. Software Engineers and Software Architects with rich experience can earn a salary of over 100 million per month. In the Healthcare industry, businesses have been focusing on strengthening their existing workforce. Internal training, re-evaluation, and re-assign are the most common practices that were adopted to improve employee efficiency. As a result, Sales Force Effectiveness and Talent Development professionals are highly sought after with a relatively high monthly salary, which is up to 80 million. In the Financial sector, the top positions are Investment Director for private equities; Listed Equities Investment Director, Director of Investment Banking and Head of Equity Research for FDI securities firms; M&A Director, Group CEO, and Group CFO for companies funded by asset managers from Japan, South Korea, the USA, Europe, Hong Kong, and Singapore. The emerging demand for those vacancies can be considered a significant labor movement in the financial market in the fiscal years 2020 and 2021. Other sectors that will seek more talents are Manufacturing, Fintech, Logistics, Agriculture, and Retail. Ms. Huong Ho - Marketing Executive Email: huong.ho@adecco.com Whether you want temporary help or full-time employees. Get started Contact your local branch and speak to a job expert Find a branch You're Reading a Free Preview Pages 8 to 13 are not shown in this preview. You're Reading a Free Preview Pages 17 to 26 are not shown in this preview. You're Reading a Free Preview Pages 31 to 42 are not shown in this preview. Adecco's Vietnam Salary Guide 2021 is officially released!The wait is finally over, grab your free copy now: 46 pages, this 8th edition of Adecco Vietnam Salary Guide 2021 will provide you with:- A detailed picture of current salary range based on working experiences across 10 key sectors in Hanoi and HCMC;- Latest hiring trends, emerging roles and in-demand skillsets;- Advice for both employers & employees from Adecco's seasoned experts. Published annually since 2014, Adecco Vietnam Salary Guides has always been a reliable source of reference for thousands of employers and professionals in making crucial decisions regarding their career and business. We hope this release will be a useful and effective tool for you as well! The world's second largest human resources provider and temporary staffing firm, Zurich-based Adecco Group, published earlier this year its 8th edition of the Vietnam Salary Guide for the year 2021. Here is the report. Pyyntöäsi ei voi käsitelläOngelma pyynnön käsittelyssä. Yritämme korjata ongelman mahdollisimman pian. Adecco Vietnam Salary Guide 2022 provides a detailed picture of current market offerings based on working experiences across key sectors in Hanoi and HCMC. This issue also provides insightful advice for employers and candidates in each industry, as well as updates the latest findings from our survey “Compensation and Benefits Trends in 2022”. Insights to salary information, labor market overview, industry hiring trends, and advice for both employers and employees in Vietnam. Press Release,Salary Guide The seventh edition of the Adecco Vietnam Salary Guide 2020 is officially released today. This is Salary Guide 2019 for Human Resources positions. Alongside the 2019 Salary Guide, Adecco Vietnam also introduces two insightful info-graphics on 2019 and 2030 labour market outlook. An experts’ insights handbook as your personal career navigator in Vietnam to help you in skills developing and career movements. Press Release,Salary Guide Adecco Vietnam released the official version of Salary Guide 2017, which collected and published by Adecco Vietnam - a part of The Adecco Group - the world's leading HR solutions provider. With the Adecco Vietnam Salary Guide 2015 we hope to give you the insight to attract, engage and retain your current talent and future workforce. Welcome to the Adecco Vietnam Salary Guide 2014 - an update and overview of salary information for various sectors and industries. Lần sóng thứ tư của COVID-19 khiến năm 2021 trở thành một năm đầy thách thức đối với nhiều doanh nghiệp hiện nay. Tuy nhiên với những nỗ lực hiện tại, nền kinh tế đang có nhiều dấu hiệu lạc quan, kéo theo đó là nhu cầu ngày càng tăng cao trong lĩnh vực tuyển dụng. Tài liệu Salary Guide 2022 của Adecco Việt Nam (trang 11 – 16) cho thấy những dự đoán đầy hứa hẹn về nhu cầu tuyển dụng và chính sách phúc lợi trong năm nay. Tài liệu Salary Guide của Adecco Việt Nam là kim chỉ nam cung cấp thông tin tiên lượng được cập nhật toàn diện, dựa trên kiến thức thị trường của các chuyên gia Adecco. UniTrain hi vọng tài liệu này sẽ cung cấp cho bạn một cái nhìn tổng thể về thị trường lao động Việt Nam và trở thành một công cụ hữu ích trong việc xây dựng chiến lược phát triển và tuyển dụng nhân tài vào năm 2022. Nguồn: Adecco Vietnam Xem thêm Download tài liệu Drivers of change and future skills Data Analytics - Combo 3 khóa kỹ năng Phân tích dữ liệu