**Career Advice #144 | Tan Nguyen Minh**

**HR | 17 May 2019**

**Vietnam**

**Post via Brigette Hyacinth**

Overview:

Hi Brigette, can I apply job related to HR?

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Hi Tan,

You probably know the recruiting sites in Vietnam. I have some ideas that could improve your chances of finding a meaningful role:

Helpster (Singapore) | staffing platform for the informal labor market using technology | [www.helpster.asia](http://www.helpster.asia) |

NOTE: The proximity between Singapore & Vietnam could result in some cross-over listings

Angel List |https://angel.co | startups list tech & non-tech roles here. Quick search revealed:

24,148 startups globally

412 in Singapore

327 in Hong Kong

145 in Malaysia

105 in Thailand

62 in Shanghai

58 in Vietnam

I recommend spending time on the site. Set up your profile. Set search agents. Startups don’t always use traditional recruiting sites. When they scaleup, they will need people. The key will be for you to become familiar with relevant new tech, SaaS or Software-as-a-Service, relevant to the HR function.

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“SaaS Knowledge”. In my view, understanding the latest HR SaaS is critical to an effective job search. You DO NOT need to be an expert. SaaS products have moved from the “IT Department” to the “Operations” teams tasked with managing the business. This is where your 10+ years in progressive HR roles will help.

See post #2 of 5 for “HR SaaS”

2nd POST

Hi Tan. This is post #2 of 5

These “HR-related” SaaS examples could be of benefit to virtually any organization but specifically many of the “tech-oriented startups” such as the following Vietnam-based companies:

Cinnamon AI | AI & machine learning SaaS |http://www.cinnamon.ai/

Momo | mobile wallet company | https://momo.vn/

HR Support

Quinyx | employee scheduling, communication & payroll | https://www.quinyx.com

CEIPAL | automates operations of staffing companies | <https://www.ceipal.com/>

Skedulo | workforce management |[www.skedulo.com](http://www.skedulo.com)

Personio | HR solution for SME’s | [https://www.personio.com](https://www)

LumApps | intranet to connect & collaborate | www.lumapps.com

HR Recruiting

Workable | automated recruiting | http://www.workable.com/

Allyo | AI recruiter | https://www.allyo.com

TalkPush | recruitment using chat bots | https://www.talkpush.com

GoodTime |on-line interviews | https://www.goodtime.io/

Seekout | speciality recruitment | https://seekout.io

HR Professional Development

Talentsoft | talent learning: in 27 languages | https://www.talentsoft.com

GO1 | https://www.go1.com/about

BenchPrep | learning platform | https://benchprep.com

See post #3 of 5 for “HR SaaS” (continued) and “Venture Capital”

3rd POST

Hi Tan. This is post #3 of 5

HR Performance Management

15Five | continuous employee feedback software |www.15five.com

Peakon | https://peakon.com

**Perkbox |** platform to improve motivation & work experience | www.perkbox.com

GoCo | HR and benefits platform | https://www.goco.io/

**Zestful | an HR SaaS that offers customizable employee perk programs | https://zestful.com**

Bonusly | [https://bonus.ly/](https://bonus)

Emplify | <https://emplify.com/>

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**SaaS Learning**

It is my view that you will need to become more knowledgeable & comfortable with such SaaS to improve your candidacy in today’s job market. Combined with your 10+ years of HR experience, you should easily understand where and how to best integrate such SaaS.

The best way to learn: Request free demo; subscribe to newsletter; follow SaaS company on LinkedIn; follow CEO on LinkedIn; read Google reviews on SaaS.

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Venture Capital (VC’s). Most VC’s list portfolio companies on their websites. Such companies will range from startups to fully commercial entities. Similar to Angel List, startups may not use traditional recruiting sites to source staff.

NOTE: Significant research will be required to benefit from the following ideas.

See post # 4 of 5 “VC firms in SouthEast Asia”

4th POST

Hi Tan. This is post #4 of 5

VC Firms in the region. This is a small selection:

Vietnam

Mekong Capital | https://www.mekongcapital.com/

Teko Ventures | https://teko.vn/home/

VIC Partners | https://www.vic.partners/

VinaCapital Ventures | https://ventures.vinacapital.com

Singapore

B Capital Group | https://www.bcapgroup.com

Capital Group | https://www.capitalgroup.com/sg/en

Dymon Asia Capital | https://www.dymonasia.com/#

Everstone Capital

GIC Private Equity | https://www.gic.com.sg

Golden Gate Ventures | http://goldengate.vc/en/

Monk's Hill Ventures | https://www.monkshill.com

Vertex Ventures | https://www.vertexventures.com

Hong Kong

AIF Capital | http://aifcapital.com

Catalyst Ventures | https://www.catalystventures.co

Hillhouse Capital | http://www.hillhousecap.com

Horizons Ventures | https://horizonsventures.com

Pantheon Ventures | https://www.pantheon.com

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VC Platform Support. As VC’s expand their portfolios, the need increases for them to hire various support functions to “work across the portfolio” – Finance, legal, HR, marketing. This is a growing trend that Stephanie Manning from Lerer Hippeau recently described in this Forbes article: <http://bit.ly/2vNF9X6>.

See post 5 of 5 for VC action plan

5th POST

Hi Tan. This is post #5 of 5

Imagine if you are hired by one of the VC firms to work as “Head of HR” for the platform? Since this is a new concept, it will require advance planning on your part.

Suggested VC firm action plan

1) VC’s. Suggest you spend time on their website. Learn the names of the founders & managing partners. Follow the company & key staff on LinkedIn. Subscribe to company newsletter. Read & save links to news articles.

2) VC portfolio companies. Review the websites of investees. Make lists of companies you want to know more about. Get to know CEO & founders names of startups you desire to work with. Follow CEO & company on LinkedIn.

3) “Head of HR” platform role, I strongly suggest that you create a short strategy document before reaching out to the VC firms.

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**LinkedIn Outreach** (CEO, HR or anyone)

Step 1: Prepare 300-character introduction

Step 2: Use the LinkedIn “Personalized Message” to connect

Step 3: When they accept your connection, thank them & request their permission before sending your CV

Step 4: Confirm their proper email; send your CV with a relevant covering letter

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Feel free to DM me with questions. Have fun!

