



# Talenthunter.asia

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CONNECTING BUSINESSES WITH 10,000+ RECRUITMENT HEADHUNTERS

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# ABOUT TALENT HUNTER

Talent Hunter is a leading recruitment technology platform in Vietnam, helping businesses quickly connect with 10,000+ professional headhunters. With just one job description, companies can access a wide talent pool, track the recruitment process in real time, and optimize hiring costs based on performance.



## MISSION

By combining technology and community, Talent Hunter breaks recruitment barriers, enabling businesses to access talent quickly, efficiently, and with integrity.



## VISION

To be the top-of-mind digital platform for employers and headhunters in Vietnam, redefining recruitment collaboration and shared success.



# CORE VALUE

## Integrity

We value fairness, transparency, and integrity: clear processes and costs for businesses, and equal opportunities and benefits for collaborators.

## Excellent Efficiency

We optimize every step to achieve effective hiring outcomes with minimal cost and time, delivering clear and measurable ROI for HR.

## Collective Success

Talent Hunter is not just a tool, but an ecosystem where businesses find the right talent and collaborators receive fair value for their contributions. We create synergy, where one side's success drives the other's.



# WHY TALENT HUNTER?



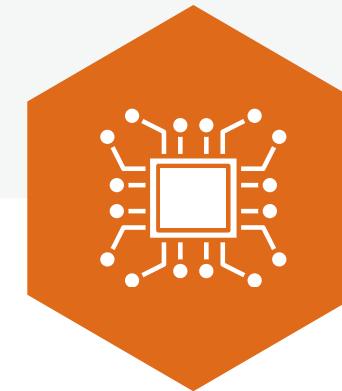
## Instant access to 10,000+ headhunters

Expand your recruitment reach immediately and tap into a broad talent network that internal HR teams often cannot fully cover.



## Flexible, performance-based pricing

Choose the payment model that fits your hiring goals. Go risk-free with Pay-per-Hire, or optimize costs and build a strong talent pipeline with Pay-per-Interview, ensuring maximum ROI.



## Centralized, real-time dashboard

Replace dozens of emails, Excel files, and phone calls with a single dashboard. Track and measure recruitment performance visually and transparently.



# BUSINESS PARTNERS



**Three deal  
Customer  
Groups for  
Talent Hunter**

**High-Volume Hiring Businesses**

**01**

**Businesses Recruiting for Hard-to-Fill Roles**

**02**

**Businesses Prioritizing Flexible,  
Cost-Efficient Hiring**

**03**

## **FAST & HIGH-VOLUME HIRING NEEDS**

- Fast-growing companies (startups and scale-ups), especially in Technology and E-commerce.
- Businesses rapidly building or expanding sales, telesales, and customer service teams.
- Companies preparing to launch new branches or roll out new projects.

## **STRUGGLING TO FIND THE RIGHT TALENT**

- Any business hiring for roles that require high-level expertise or specialized skills (senior developers, specialized engineers, marketing experts, mid-level managers, etc.).
- Companies that have not succeeded using traditional job posting channels.

## **EFFECTIVE HIRING, NO WASTED BUDGET**

- Small and medium-sized enterprises (SMEs) with limited recruitment budgets.
- Businesses with occasional or project-based hiring needs.
- Modern HR managers looking to replace manual processes with technology for more efficient recruitment management.

# ••• TALENT HUNTER SERVICE

FOR EMPLOYERS



## TALENT HUNTING

*(Full-Cycle Recruitment & Hiring Guarantee)*



### ***Ideal for:***

- Companies recruiting key, specialized, or leadership roles.
- Companies that require guaranteed candidate quality and fit.
- Companies that want to minimize risk and pay only upon successful placement.

### ***Pricing Model:***

- Pay-per-Hire (Pay only upon successful placement): You pay the service fee only after the candidate officially accepts the offer and starts their first working day (onboarding).
- There are absolutely no hidden fees or upfront costs.

### ***Key Benefits:***

- 1-for-1 Replacement Guarantee: We guarantee candidate quality throughout the probation period. If the candidate is not a good fit or resigns voluntarily, Talent Hunter will provide a free replacement with equivalent qualifications.
- Zero Risk: Your budget is fully protected. No successful hire, no cost incurred.
- Time-Saving: Entrust the entire complex sourcing process to our network of experts, so you can focus on interviewing and selecting the best-fit candidate.



# ABOUT TALENT HUNTING

## Procedure



Step	Content
1. Consultation & Needs Analysis	Talent Hunter's Account Team works directly with the business to gain a clear understanding of the job description, company culture, and business objectives.
2. Ideal Candidate Profile Definition	The Account Team defines the required competencies, experience, and leadership skills that best match the position.
3. Candidate Sourcing & Outreach	Talent Hunter leverages a database of 50,000+ candidate profiles and a wide expert network, combining collaborator channels, LinkedIn, referrals, and professional networking.
4. Screening & Preliminary Interviews	Talent Hunter evaluates candidates' professional qualifications and cultural fit, and submits only qualified profiles to the client.
5. Candidate Presentation & Negotiation	Talent Hunter supports both the employer and the candidate throughout salary and benefits negotiations to ensure mutual satisfaction.
6. Recruitment Guarantee	If the candidate leaves during the guarantee period, Talent Hunter commits to providing a free replacement.



# ABOUT TALENT HUNTING

## Price



Position Level	Fee Rate (% of First-Year Total Compensation)	Average Hiring Time
Mid-Level (Senior, Manager, Supervisor)	18% – 20%	4–6 weeks
Senior Leadership (Director, Head of Department)	20% – 22%	6–8 weeks
C-Level (CEO, CFO, CTO, etc.)	22% – 25%	8–10 weeks

# ••• TALENT HUNTER SERVICE

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## FOR EMPLOYERS



### TALENT SOURCING

*(Providing quality documentation)*

***Ideal for:***

- Businesses that need to hire staff within a short timeframe.
- Businesses with strong internal interview and evaluation processes, requiring only a large and reliable candidate pipeline.
- Businesses that want to control costs at each hiring stage and optimize budgets for early-stage candidate sourcing.

***Pricing Model:***

Pay-per-Performance: Pay only for candidates you select and invite to interview, with a fixed and cost-optimized fee per qualified profile.

***Key Benefits:***

- Superior Speed: Leverage the power of 10,000+ collaborators to receive a large volume of qualified candidate profiles in a short time, enabling immediate response to urgent hiring campaigns.
- Highly Cost-Effective: Pay only for efforts that deliver initial results, helping you save significantly compared to traditional recruitment advertising or full-service hiring models.
- Maximum Flexibility: The ideal solution for quickly building a strong talent pool to support future hiring needs.



# ABOUT TALENT SOURCING



**Hire Faster with Ready-to-Interview Talent**

## READY

Carefully screened and well-advised candidates, ready for interviews

## SPEED

Candidates can attend interviews within 3 days after profile selection

## QUALITY

Complete candidate profiles with over 80% JD matching, ensuring candidates are actively open to work

## TRANSPARENT

Transparent management system with real-time updates

## SAVING

Payment is based only on the number of selected CVs and the optimal recruitment level.

[\*\*Learn More About Our Services\*\*](#)



# ABOUT TALENT SOURCING

Price



**Intern/ Fresher**

0 - 6 months

**Only from 89K**



**Junior/ Entry-level**

6 months - 2 years

**Only from 129K**



**Middle/ Executive**

2 - 4 years

**Only from 259K**



**Senior/ Specialist**

4 - 7 years

**Only from 359K**

***“High-quality candidates at a cost-effective price.”***





# CASE STUDY OF TALENT HUNTER



## Mass Recruiting

**Startup AI needs:** 10 IT engineers within 3 months → Talent Hunter delivered in 2 months, achieving an 85% retention rate.



## Cost Efficiency

**FDI manufacturing enterprise:** Workforce restructuring — Talent Hunter implemented full Recruitment Outsourcing, helping reduce annual recruitment costs by 40%.



## Niche Recruiting

**Retail group:** Talent Hunter partnered to build Employer Branding (EB) and recruited over 30 store staff within 3 months.





# LET'S WORK TOGETHER!

*We believe every role deserves the right person, and every business deserves a dedicated recruitment team.*



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