

## OVERVIEW

The healthcare industry is an economic system aggregation and integration of sectors that supply products and services to treat patients with curative, preventative, rehabilitative, and palliative care.

## VIET NAM HEALTH INDUSTRY

- Vietnam has always been proud of its effective and flexible healthcare system, which has recently adapted to many changes for the betterment of health outcomes for its nearly 100 million people.
- With striving efforts, Vietnam's healthcare has achieved many milestones such as the increase in the number of people using local medical stations and various high-tech operations, transplants.
- Furthermore, the life expectancy of the Vietnamese has significantly increased, from 65.2 years in 1989 to 73.6 in 2019.
- However, the infant mortality rate is at 14,24‰ in 2018, which is about 10,000 infant deaths each year, relatively higher than in many other countries.

## VIET NAM CONTEXT

The network of facilities development

- More than 700 health centres in districts, towns, and districts.
- More than 11,100 health stations in communes, wards, and townships, of which more than 60% of health stations have met the National Criteria for Commune Health in the 2010-2020 period
- 100% of communes have medical stations or inter-commune polyclinics

High technologies development

- Vietnam's health sector is gradually developing according to the trend of the 4.0 revolution and world medical technology.

Challenges of Vietnam's health sector

- The shortage of personnel working in the Health Sciences sector of Vietnam in recent years.
- About 345,000 health workers nationwide.
- The number of doctors is over 55,000 people corresponding to the ratio of 0.72 doctor/ 1000 people.
- The shortage of human resources is clearly seen in remote and isolated areas, and in local lower-level hospitals.

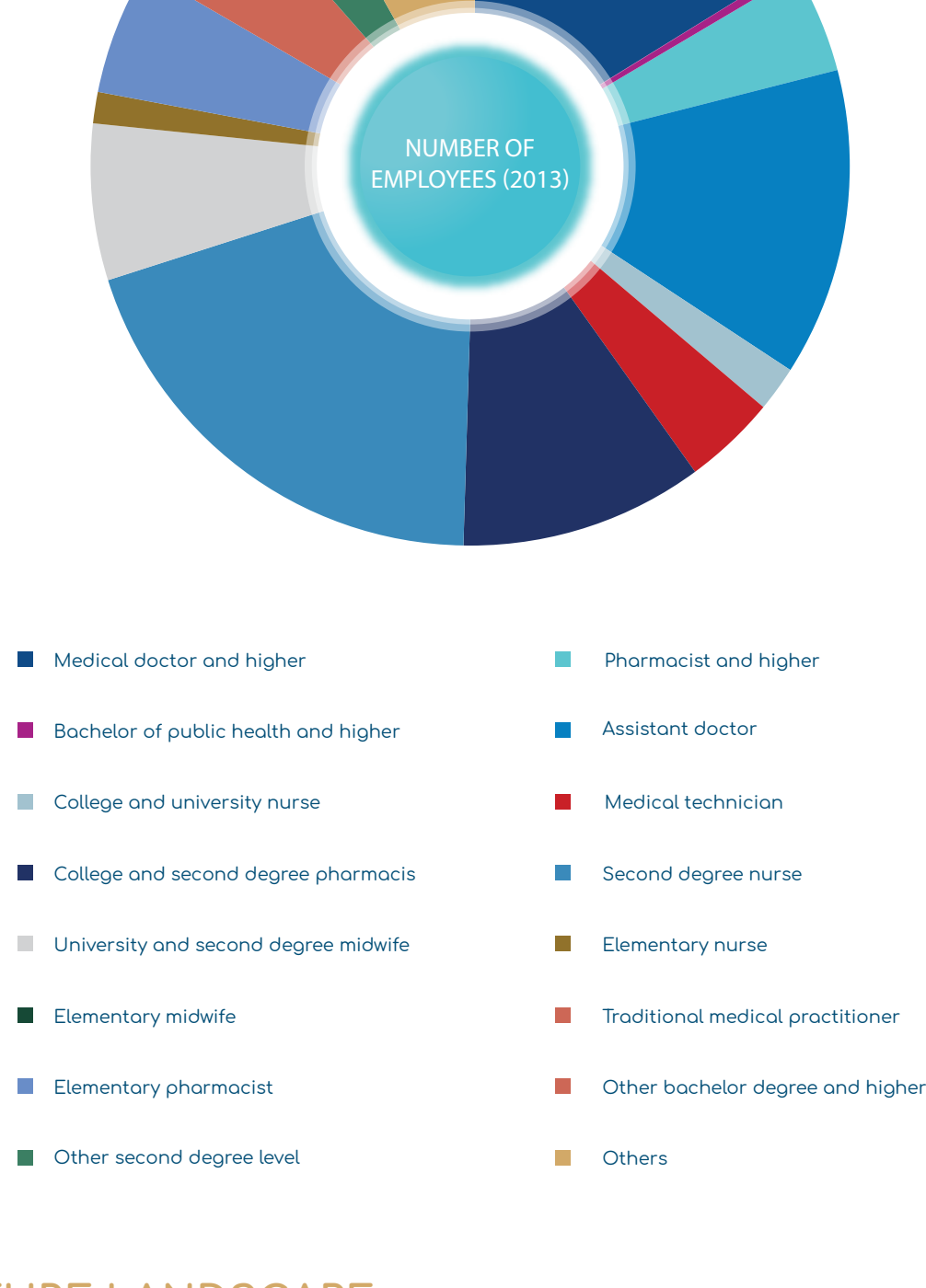
## GDP EXPENDITURE



## SALARY TABLE

Department	Job Roles	Salary (USD)	Range(per month)
PHARMACEUTICAL & MEDICAL NUTRITION			
Manager	General Manager		7,000 - 18,000
	Head of Business Unit		4,500 - 10,000
Marketing	Head of Marketing		5,000 - 7,000
	Group Product Manager		3,500 - 5,000
	Product Manager/ Senior Product Manager		1,500 - 3,500
	Product Executive		800 - 1,500
Sales	Head of Sales		4,000 - 6,000
	Second Line Manager		4,000 - 7,500
	First Line Manager		1,200 - 2,500
Market Access	Head of Market Access		4,000 - 7,500
	Key Account Manager		1,200 - 3,500
	Key Account Specialist		800 - 1,400
Commercial Excellent	Head of Commercial Excellence		5,000 - 7,000
	SFE Manager		2,000 - 4,000
	Sales Force Training Manager		2,000 - 3,000
Medical Affairs & Clinical Research	Head of Medical Affairs		5,500 - 8,500
	Medical Affairs Manager/Advisor		2,000 - 4,500
	Medical Science Liaison		1,500 - 2,500
	Head of Clinica		3,000 - 5,000
	Clinical Research Manager		1,800 - 3,500
	Clinical Research Associate		1,000 - 2,200
Regulatory Affairs & Quality Assurance	Head of Regulatory Affairs		4,000 - 8,000
	Regulatory Affairs Manager		2,200 - 4,500
	Regulatory Affairs Executive		800 - 1,800
	QA Manager		2,200 - 4,500
	QA Executive		800 - 1,500
MEDICAL DEVICE			
Medical Device	Product Manager		1,200 - 4,500
	Sales Manager		1,700 - 5,000
	Sales Executive		700 - 1,500
	Service Manager		1,700 - 5,000
	Service Engineer		700 - 1,400
	Service Engineer		800 - 1,300
HOSPITAL/CLINIC			
Hospital/ Clinic	Chief Operation Officer		4,000 - 7,000
	Operation Manager		1,700 - 5,000
	Head of Marketing		3,500 - 5,000
	Doctor		2,000 - 5,000
	Chief Nurse		1,000 - 2,500
	Nurse		600 - 1,200

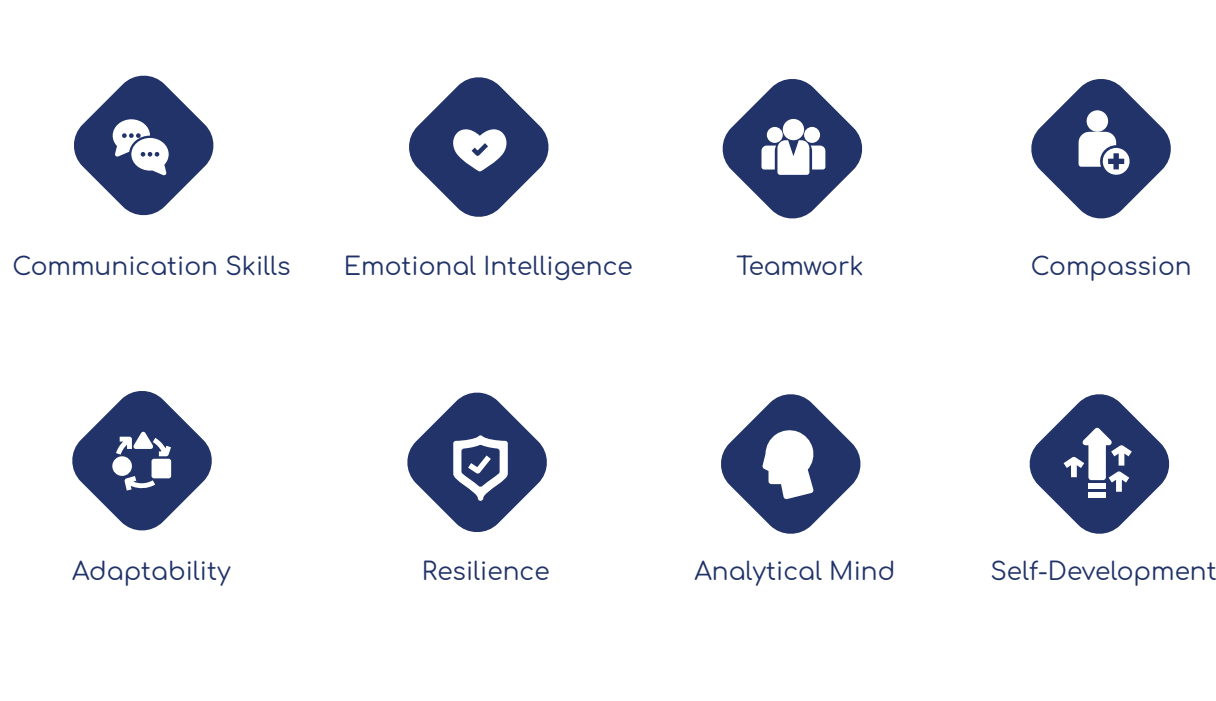
## HEALTHCARE WORKFORCE



## FUTURE LANDSCAPE

- **A shift from healthcare to health:** more focus on lifestyle, and shift of resources, from prevention to prevention, early diagnosis, vitality, and wellbeing. Beyond "quality for the patient" to "health of the population".
- **Virtual Health(care):** (truly) patient-centred healthcare. From a logistical supply-driven model of care at a (hospital) location to digital care. Care will be organized more around the patient, with the motto of "digital first".
- **Data-driven and personalised ('N = 1') health insights and interventions:** From treatment based on standard protocols to personalized, data-driven insights and interventions. New health data value chain with collection, analysis, and platforms to actionable insights, user interface, data translations
- **Future of work in healthcare:** a new 'what, where and how' for healthcare professionals. They will be supported by robotization, automation and AI, freeing up more time for apersonal approach, quality and safety. Location of work far less relevant.
- **New funding and business models:** more focus on promoting population health. Reimbursement in silos (e.g. primary care, hospitals and care), is not appropriate for integrated patient care. Neither is Fee for Service. New payment flows will lead to new value pools and revenue models for existing ecosystem players and new entrants.

## GENERIC SKILLS & ATTRIBUTES



## TECHNICAL SKILLS



SKILLS FOR THE 3 SECTORS WITH THE HIGHEST NUMBER OF HUMAN RESOURCES:



## CAREER PATHWAYS

