Best Outsourcing Companies in Vietnam: How to Judge "Best" for Your Project

There is no single "best" outsourcing company in Vietnam, because the right one depends on what you are buying. A 30,000-person group can be perfect for a bank's core systems and a poor choice for a seed-stage start-up. You can judge vendors on the same eight criteria and compare them fairly.

The eight criteria

1. **Relevant experience.** Named projects in your industry, not generic portfolios.
2. **Team size and depth.** Vietnam's talent pool is large at the junior and mid-level, but senior engineers are scarcer, so ask who will actually lead your project.
3. **English and communication.** Vietnam sits in the moderate band of the EF English Proficiency Index, ranked 64th of 123 countries in 2025. Test it: hold a video call with the people who will do the work, not just sales.
4. **Security and compliance.** ISO 27001 or equivalent, a clear data-handling policy, and awareness of Vietnam's Personal Data Protection Law, in force since January 2026.
5. **Delivery process.** How they estimate, report progress, test, and handle change requests.
6. **Staff stability.** Ask about turnover. High churn quietly raises your costs.
7. **Pricing clarity.** Rates, what is included, and how overruns are handled.
8. **Willingness to start small.** Good vendors will do a paid pilot. Pressure to sign a long contract first is a warning sign.

Where the strongest vendors are found

Large integrators such as FPT Software, which surpassed US$1 billion in global revenue and is Vietnam's largest tech services firm, suit big, multi-year programs.

Mid-sized specialists often offer the best value for product companies: teams of 100 to 1,000 with deep expertise in a single domain, such as telecom, fintech, healthcare, e-commerce, or embedded systems.

Small boutiques work well for focused projects such as a mobile app, a data pipeline, or a QA function, and are usually more flexible on terms.

BPO providers, including DIGI-TEXX and Japanese–Vietnamese joint ventures such as BELLSYSTEM24-Hoa Sao, cover customer support, data processing, and finance and accounting work.

Using lists wisely

“Best companies” rankings on vendor blogs and review sites are a good source of names and a poor source of verdicts. Many are written by companies that appear on their own lists, and some platforms sell sponsored placement. Use them to build a long list, then verify.

A directory like **Outsource2Vietnam.com** helps at that first stage. It lists more than 1,100 Vietnamese companies across sectors and links each to its own website, so you can compare large, mid-sized and boutique vendors side by side and contact them directly.

The fairest test

Send the same one-page brief and the same small paid task to the three finalists. Compare the quality of the work, the clarity of the communication, and how they handle a deliberate change in scope. The company that does best on that test is the best outsourcing company in Vietnam for you.

Find vendors to test. Browse the directory of Vietnam outsourcing companies by sector and contact the ones that fit your brief.