Recruitment SMART

# Revolutionizing Hiring in Saudi Arabia- How Recruitment Smart Meets Saudization and Vision 2030 Goals




www.recruitmentsmart.com

Saudi Arabia stands at the threshold of a monumental shift. With over half its population under the age of 35 and Vision 2030 setting ambitious goals for economic diversification, the Kingdom is rewriting its workforce narrative. At the heart of this transformation lies **Saudization,** a strategic initiative aimed at empowering Saudi nationals, reducing unemployment, and fostering long-term economic growth.



For large enterprises navigating this dynamic environment, the stakes are high-achieving Saudization targets, staying compliant with evolving regulations, and maintaining operational excellence in recruitment. This is where **Recruitment Smart** steps in.





As a global leader in AI-driven talent intelligence, Recruitment Smart equips organizations in Saudi Arabia with cutting-edge tools to align with Saudization mandates effortlessly. Our solutions go beyond compliance—helping you build a future-ready workforce while meeting the Kingdom's aspirations for a locally empowered talent ecosystem.

# Saudization- A Catalyst for National Growth



Historically, Saudi Arabia’s workforce has been dominated by foreign talent. However, Vision 2030 aims to reverse this trend by harnessing the potential of its youthful population and reducing unemployment from **12.9% (2018) to 7%** by the next decade. Saudization plays a pivotal role in this effort by:

- Encouraging workforce localization.
- Mandating the inclusion of Saudi nationals in high-value industries.
- Boosting the share of income generated by Saudi citizens, thereby improving living standards.



**Reduce Unemployment from 12.9% (2018) to 7% in 10 years**

The **Nitaqat Program** further operationalizes Saudization by requiring businesses to meet specific quotas of Saudi hires. These quotas vary based on-

- **Saudization percentage-** The current proportion of Saudi employees.
- **Entity size-** The company's workforce.
- **Entity classification-** The business sector or activity.






**100 employees**



**Saudization rate of at least 30%**

**For instance-**

- Companies with over **100 employees** must achieve a Saudization **rate of at least 30%.**
- Certain positions, such as the second hire after the General Manager, are exclusively reserved for Saudi nationals.

This intricate framework presents challenges for businesses striving to comply. Recruitment Smart simplifies these complexities through AI-powered solutions designed to meet and exceed Saudization goals.



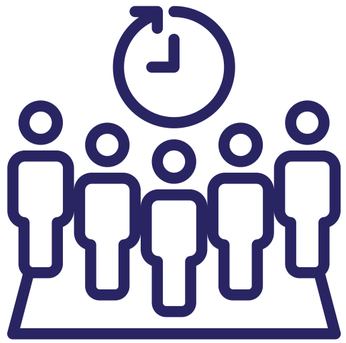
# How Recruitment Smart Supports Saudization

## 1. Identifying and Attracting Local Talent

Recruitment Smart's AI algorithms excel at sourcing and identifying qualified Saudi nationals for critical roles. By leveraging advanced data analytics, our platform helps:

- **Identify top talent-** Match job openings with the best Saudi candidates based on skills and potential.
- **Eliminate bias-** Ensure unbiased recruitment practices for fair representation of local talent.
- **Streamline the hiring process- Reduce time-to-hire by 37%** with efficient candidate matching.

This ensures organizations can meet their Saudization quotas while maintaining high recruitment standards.



**Reduce Time-To-Hire By 37%**

# 2. Driving Compliance with Nitaqat Program and PDPL Requirements

Recruitment Smart's AI solutions are designed to address the specific needs of the Nitaqat Program while ensuring full compliance with Saudi Arabia's **Personal Data Protection Law (PDPL).** Our capabilities include:

- Dynamic Saudization management, enabling organizations to monitor and optimize their Saudization percentages in real-time.
- Tailored hiring recommendations, aligning recruitment strategies with Saudization quotas and reserved role requirements mandated by the Nitaqat Program.
- Data privacy compliance, ensuring that all recruitment processes adhere to PDPL guidelines, safeguarding sensitive candidate and employee information.

With Recruitment Smart, enterprises can confidently meet Nitaqat and PDPL requirements without diverting focus from their core business operations, making compliance seamless and efficient.

نطاقات
Nitaqat

SAPDPL
Saudi Arabia Personal Data Protection Law

# Localized Operations with Saudi Data Centers

Understanding the importance of data sovereignty, Recruitment Smart operates local data centers in Saudi Arabia to ensure compliance with the Kingdom's **Personal Data Protection Law (PDPL).** Benefits include:

- Robust data security- Adherence to national regulations for data privacy.
- Faster processing times- Locally hosted systems for enhanced performance.
- Reduced compliance risks- Alignment with regulatory frameworks.

### 3. Empowering Workforce Localization

Saudization is not just about compliance; it's about fostering an empowered, skilled workforce. Recruitment Smart supports this vision by enabling enterprises to:

- Build a future-ready talent pool of Saudi nationals.
- Ensure improvement in workforce **diversity and inclusion by 12%.**
- Optimize hiring for high-value industries.






**Diversity & Inclusion by 12%**

# A Trusted Partner for Saudi Enterprises

## SABIC- A Proven Success Story

As one of the largest manufacturing companies in Saudi Arabia, **SABIC** relies on Recruitment Smart to transform its hiring practices. With over **35000+ employees**, the organization develops, produces and sells a wide range of chemicals, metals, high-performance plastics, and agri-nutrients. Their core markets include transportation, construction, packaging, electronics, medical equipment, agriculture and clean energy.

Through our partnership, SABIC has achieved-



**Enhanced recruitment efficiency**

Reduced time-to-hire by leveraging AI in their hiring process.



**Significant cost savings**

Optimized sourcing processes to reduce expenses.



**Compliance with Saudization mandates**

Seamlessly aligning with national workforce objectives.

Our success with SABIC underscores our ability to deliver value to enterprises across diverse industries



**35000+ Employees**

# Tailored Integration for Specific ATS Platforms

## 1. Integration with SAP SuccessFactors

Recruitment Smart's solutions are fully optimized for integration with **SAP SuccessFactors,** one of the most widely used ATS platforms in Saudi Arabia. This seamless integration offers:

- Unified workflows that ensure a smooth experience without disrupting your existing recruitment processes.
- Improved data-driven decision-making, allowing HR teams to leverage AI insights directly within SAP SuccessFactors.
- Faster adoption of AI recruitment tools, making it easier to optimize your hiring processes without disrupting the system you're already familiar with.

SAP SuccessFactors



## 2. Integration with Other Leading ATS Systems

Beyond SAP SuccessFactors, Recruitment Smart integrates effortlessly with other top-tier ATS platforms like Workday, Oracle, Bullhorn, Greenhouse, and more. This flexibility allows you to:

- Maintain your current ATS while enhancing its capabilities with AI-driven recruitment features.
- Streamline candidate management, reducing manual work and improving efficiency across your entire recruitment pipeline.
- Enjoy advanced analytics and insights that inform smarter, faster decision-making without switching between multiple systems.














# 3. AI-Powered ATS by Recruitment Smart

For organizations without an existing ATS, Recruitment Smart offers an AI-powered ATS that manages the entire recruitment process. This fully integrated solution provides:

- End-to-end automation, from sourcing to screening and candidate management, reducing time-to-hire and improving overall efficiency.
- AI-driven candidate matching, ensuring the best talent is identified for each role, improving hiring outcomes.
- A user-friendly interface that enhances collaboration among hiring teams while minimizing administrative overhead.

These three integration options provide maximum flexibility, ensuring that Recruitment Smart's AI-powered recruitment solutions align seamlessly with your existing ATS or step in to power your hiring process from the start.

# Global Standards and Ethical AI

Recruitment Smart's AI solutions are designed to meet the highest international standards, ensuring transparency, fairness, and security. Our compliance framework includes:

- **ISO/IEC TR 24027-** Addressing and mitigating bias in AI systems.
- **GDPR, CCPA, and SOC 2-** Safeguarding data and ensuring ethical AI practices.

These certifications provide confidence to enterprises in deploying advanced recruitment tools without compromising on ethics or compliance.



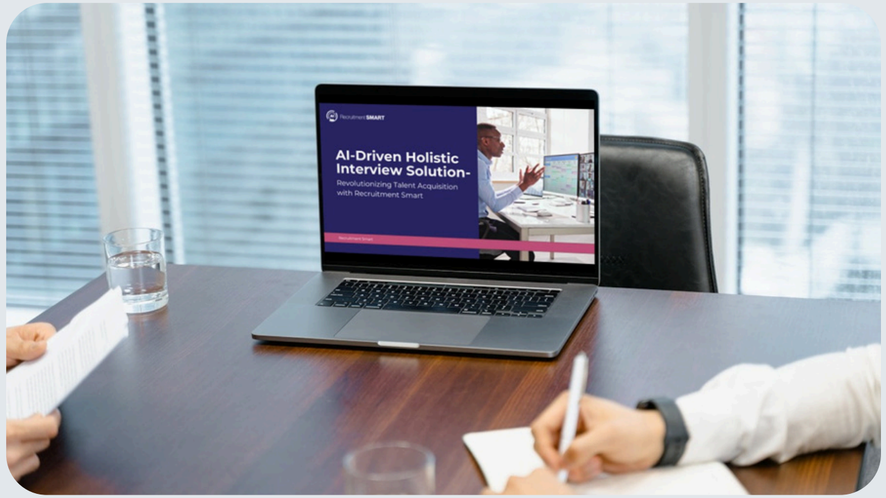


# Building a Future-Ready Workforce for Saudi Arabia

Saudi Arabia’s ambitious Vision 2030 and Saudization initiatives represent more than just policy changes—they embody a transformative vision for the nation’s future. As businesses navigate the challenges of meeting Saudization quotas, enhancing workforce localization, and staying compliant with evolving regulations, they need more than just a service provider. They need a strategic partner who understands the complexities of recruitment in the Saudi context and offers solutions that drive real impact.

Recruitment Smart stands out as the ideal partner for large enterprises in Saudi Arabia. With our AI-driven talent intelligence platform, we provide:

- **Tailored Saudization solutions-** Aligning seamlessly with the Nitaqat program and specific quotas.
- **Unmatched compliance expertise-** Adhering to local regulations like PDPL, supported by local data centers, and meeting global standards like GDPR and ISO/IEC TR 24027.



- **Proven success stories-** Transforming hiring processes for industry giants like SABIC.

- I**ntegration-ready technology-** Ensuring smooth adoption with leading ATS platforms like SAP SuccessFactors.

- **Support for Vision 2030 goals-** Empowering businesses to not only meet regulatory requirements but also build a skilled, diverse, and future-ready workforce of Saudi nationals.



In a rapidly evolving labor market, businesses that invest in advanced, compliant, and innovative recruitment practices will be the ones leading the way. Recruitment Smart is here to help you navigate this journey with confidence, efficiency, and purpose.



# CONTACT US

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Recruitment **SMART**

# Recruitment SMART

Redefining Talent Acquisition with Ethical AI

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