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Saudi Arabia

Corporate Immigration

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This country-specific Q&A provides an overview of corporate immigration laws and regulations applicable in Saudi Arabia.

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Saudi Arabia: Corporate Immigration

1. What are the relevant government entities relating to immigration in your jurisdiction?

The key Saudi government entities for immigration are: –

– Ministry of Interior (MOI) – General Directorate of Passports (Jawazat) – Ministry of Foreign Affairs (MOFA)
– Ministry of Human Resources and Social Development (MHRSD) – Qiwa – Ministry of Investment (MISA) – Premium Residency Center (PRC) – Saudi Data & AI Authority / National Information Center – Absher / Absher Business – Muqem – Saudi Chambers / Ministry of Commerce

2. What are the options available for sponsor-based employment in your jurisdiction and timelines involved in securing a work permit?

In KSA, sponsor-based employment remains the standard route for most expatriate employees, although the terminology is increasingly centred on the employer/work-permit relationship rather than the old concept of a completely restrictive “kafala” sponsorship system.

The main sponsor-based employment options are: –

– New employment from outside KSA. – Employment transfer within KSA. – Temporary Work Visa. – Family/dependent already in KSA wishing to work in the KSA.

Saudi labour law expressly provides that a non-Saudi worker must have a work permit and must be under contract with and the responsibility of an employer.

Timeframes are approximately 6–12 weeks for a straightforward overseas hire, subject to employer eligibility, visa availability, nationality, occupation, consular processing and government approvals.

3. What are the primary options available for unsponsored work and investment in your jurisdiction?

The primary unsponsored / self-sponsored routes in Saudi Arabia are:-

Premium Residency – the main route for living and working in KSA without an employer sponsor. Includes Special Talent, Gifted, Investor, Entrepreneur and Real Estate Owner.

- Investor Residency / investment route – for qualifying foreign investors establishing or investing in a Saudi business.
- Entrepreneur Residency – for qualifying founders/entrepreneurs.
- Special Talent Residency – for qualifying senior executives, researchers, specialists who can demonstrate exceptional talent.
- Real Estate Owner Residency – for qualifying foreign owners of Saudi real estate, subject to the applicable property/value requirements.

Premium Residency provides much greater independence from an employer sponsor, but the holder must still comply with Saudi labour, investment and professional licensing requirements when working or operating a business.

4. What are the requirements for becoming a sponsor of employment-based migrants and what are the role and reporting duties of sponsors?

In KSA, an employer sponsoring expatriate employee generally must:

- Be a properly registered Saudi entity, with valid commercial registration, licences and an active establishment file.
- Be registered with MHRSD/Qiwa and meet the applicable Nitaqat (Saudization) and workforce classification requirements.
- Have sufficient eligibility/visa capacity to recruit expatriates and comply with occupation, qualification and skill-classification rules.
- Provide a valid employment contract and obtain the required work authorisation/work permit.
- Ensure the employee's Iqama and immigration status remain valid and cover the relevant employment.

Sponsor's main duties

- Pay wages and applicable government/immigration fees.
- Maintain valid work permits, Iqamas and employment records.
- Ensure the employee works only in accordance with the authorised occupation/employer arrangements.
- Comply with Saudi labour, Saudization and health & safety requirements.
- Notify/update relevant government systems regarding employment changes, transfers, termination and departure.
- Report relevant immigration/labour violations and ensure proper exit procedures when employment ends.
- Maintain accurate employee records and cooperate with MHRSD/Qiwa, Jawazat/MOI and other authorities during inspections or enquiries.

5. Are applications filed electronically, or paper base? Is a physical visa/work permit document issued or is an electronic approval issued?

The process is predominantly electronic rather than paper based.

- Employment/work-permit applications: Generally submitted electronically through Qiwa/MHRSD by the employer.
- Visa authorisation: Electronic approval/visa authorisation is issued through the relevant Saudi government systems.
- Entry visa: The employee may receive an electronic visa/visa authorisation, although passport/consular processing may still be required depending on nationality and visa type.
- Work permit: Essentially an electronic record/licence, rather than a physical work-permit document.
- Iqama: The residency status is maintained electronically, with the digital Iqama available through Saudi government platforms; a physical card may also be issued where applicable.
- Transfers/renewals: Generally processed electronically through Qiwa/Absher/Muqem.

Physical documents mainly arise where passports, medicals, biometrics or consular (visa application in home country) formalities require them.

6. Is an in-person attendance/interview required as part of the visa/work permit application process? Is an individual required to enrol their biometrics (digital photo, fingerprint scan) as part of the visa/work permit process?

An in-person appointment at the Saudi Embassy/Consulate is required at the time of filing visa application in the Home Country although, there is no formal immigration interview for a standard Saudi employment visa/work permit.

Biometrics are generally required for the employment visa process, including a photograph and fingerprints, with the exact procedure depending on the applicant's nationality and country of application. For an overseas employment visa, an approved medical examination is normally required before visa issuance. The employee would need to undergo further identity/biometric procedures associated with Iqama issuance after arrival in KSA.

7. What persons qualify as dependants? Can dependants work based on their dependant visa status? Are there any restrictions?

In KSA, dependants normally include the principal resident's spouse and children, subject to the applicable age/status requirements. Other family members may qualify in very limited circumstances. Dependants cannot work automatically based on their visa as a dependent residency/Iqama does not itself confer a right to work. To work legally, the dependant must obtain the appropriate work authorisation/work permit and be employed in accordance with Saudi labour regulations. Saudi law requires a non-Saudi worker to have a work permit and to be under an employer's responsibility.

They cannot simply work for another employer, undertake unauthorised self-employment, or work in an occupation different from that authorised on their work permit.

8. What is the general time frame and processes for obtaining permanent residence and citizenship for sponsored and unsponsored business-related immigration?

Ordinary employer-sponsored Iqama is renewable residence, not a route to automatic permanent residence. However, under the Premium Residency Programme, there is a Permanent Residency option available without employer sponsorship, subject to meeting applicable requirements. The Government fee is SAR 800,000 plus

applicable processing fees. General time frame is approximately 6-8 weeks.

There is no citizenship route available through either employment sponsorship or Premium Residency.

9. What productive type activities can a business visitor undertake and for how long?

For a Saudi business/visit visa, a visitor can generally undertake business activities such as attending meetings, negotiations, consultations, conferences, seminars, market research and exploring investment or commercial opportunities. They should not undertake productive employment or perform hands-on work for a Saudi employer, provide services as an employee, or undertake activities requiring a Saudi work permit/licence.

The permitted stay depends on the visa type and its validity/conditions. Business visit visas can be issued for varying periods and may allow single or multiple entries.

10. Can remote work be carried out from your country?

Remote work can generally be carried out from outside KSA for an overseas employer, without obtaining a Saudi employment visa, because the individual is not physically working in Saudi Arabia. However, if the person is physically present in KSA, the position is different: carrying out productive work remotely for a foreign employer may still raise immigration, labour, tax and licensing issues, and a business/visit visa should not be assumed to authorise remote employment.

11. Are there any productive work / revenue generating activities that can be carried out as a visitor and without the need for a work permit? If so, what activities and for how long?

A Saudi business visit visa does not provide a general right to undertake productive, revenue-generating work in KSA. Permitted activities are attending meetings, negotiations, consultations, conferences, market research, exploring investments and commercial opportunities. There is therefore no general "X days of productive work permitted on a business visa" rule. The duration of a business visit does not create a work-permit exemption.

12. Is there a remote work or nomad visa category in your jurisdiction? If not, how likely is it that this will be implemented in future?

Saudi Arabia does not have a dedicated Digital Nomad or Remote Work Visa for foreign nationals. For a foreign national wanting to **live in KSA while working remotely for an overseas business**, the closest existing option is generally **Premium Residency**, particularly where the person qualifies under one of its categories. The current Premium Residency framework includes Special Talent, Investor, Entrepreneur, Real Estate Owner, Unlimited Duration and Limited Duration options. Likelihood of a future nomad visa is **moderate, but not something that can currently be relied upon**. Saudi Arabia's Vision 2030 strategy is increasingly focused on attracting international talent, entrepreneurs, investors and professionals, and the expansion of Premium Residency in recent years makes a dedicated remote-worker category conceivable.

13. How easy is it to switch visa categories/jobs/employer from within country? And/or if made redundant, can the individual regularise their stay in another capacity and what is the timeframe allowable?

Switching employers from within KSA is now considerably easier than under the traditional sponsorship system, but it is not completely unrestricted. A change of employer application is usually handled electronically through Qiwa. A new employer submits the transfer request and employment contract; the employee accepts it electronically. In certain qualifying circumstances, an expatriate can transfer without the former employer's consent, particularly where the employment contract has ended or other regulatory conditions apply.

There is generally a 60-day period following work interruption during which a private-sector expatriate can transfer to another employer. There is no general right to remain indefinitely in KSA while looking for work.

For a senior executive, Premium Residency can provide a much more flexible alternative because it removes dependence on a particular employer.

14. What common issues or concerns may arise for employers under business immigration in your jurisdiction?

Common employer issues in KSA business immigration include:

- Saudization/Nitaqat compliance – expatriate hiring is affected by the employer's classification and applicable Saudization quotas.
- Visa/work-permit eligibility – employers must have sufficient eligibility/visa capacity and meet Qiwa/MHRSD requirements.
- Occupation and qualification restrictions – certain professions are restricted or require Saudi professional registration/licensing.
- Employee transfers – Qiwa transfer rules and notice/contract requirements can affect the timing of changing employers.
- Iqama/work-permit compliance – employers must maintain valid permits, renewals and immigration records.
- Government fees and penalties – late renewals, unauthorised employment or other immigration/labour breaches can result in fines and restrictions on the employer.
- Employment termination/redundancy – employers need to manage the employee's immigration status following termination and ensure appropriate transfer or departure arrangements.
- Changing regulations – Saudi immigration and Saudization requirements are developing rapidly, so employers need to monitor changes to MHRSD/Qiwa requirements.
- Professional licensing – senior professionals such as engineers, doctors, lawyers and certain technical specialists may require additional registration before they can lawfully practise.
- Family/dependant status – employers should distinguish their sponsorship obligations from the employee's family residency arrangements.

15. Is there a fast track process / certification that business can obtain to expedite visa / permit processing?

Yes, but Saudi Arabia does not generally operate a universal "trusted sponsor" or premium employer certification that guarantees expedited immigration processing.

There are, however, priority/expedited mechanisms for eligible employers:

- Qiwa Immediate Professional Visas – eligible establishments can obtain professional visa authorisations electronically and, where the conditions are met, the service is designed to be immediate.
- Premium Residency – not an employer fast-track but senior executives, investors and other qualifying individuals can avoid ordinary employer sponsorship altogether.
- MISA/investment-related status – qualifying foreign investors and licensed entities may have access to specific government services and visa facilities, but this is not a blanket fast-track immigration licence.
- Government/strategic projects – certain major projects or entities may receive enhanced government facilitation, but this is case-specific rather than a standard certification.

For an employer, the most relevant practical route is therefore maintaining a compliant Qiwa/MHRSD establishment profile and qualifying for Immediate Professional Visas, rather than obtaining a separate fast-track sponsor certificate.

16. What are the recent trends, both political and social that have impacted (or are anticipated to impact) your jurisdiction with regard to immigration policy and law?

The main recent trend is that Saudi Arabia is becoming more open to attracting skilled foreign talent and investment, while simultaneously becoming more selective about which jobs are available to expatriates.

Expansion of Premium Residency and categories for special talent, investors, entrepreneurs and property owners reflects a policy shift towards attracting high-value international talent and capital rather than relying solely on employer sponsorship.

Increasing Saudization is probably the most significant bottleneck. In 2026 alone, Saudi Arabia has continued expanding localisation, including 100% Saudization of 69 additional administrative-support professions, and higher localisation rates for marketing, sales and procurement.

A more selective expatriate recruitment of foreign workers is taking shape where workers are increasingly expected to fill specialist, senior, technical or strategically important roles, rather than positions that can readily be filled by Saudi nationals.

Having said that, under the Vision 2030 economic

transformation, immigration policy is increasingly linked to attracting people who support priority sectors such as technology, AI, tourism, logistics, mining, finance and advanced industries. Significant social reforms and greater openness to international businesses and expatriates are making KSA more attractive as a long-term destination for international professionals. Additionally, labour reforms have reduced some of the historic restrictions associated with the sponsorship system, making employer transfers and labour mobility easier in qualifying circumstances.

17. Are there any new and / or anticipated changes impacting immigration law and / or policy in your jurisdiction?

The main expected developments are continued localisation (Saudization), tighter skills-based selection of expatriates, and expansion of routes for high-value talent and investment.

More occupations are expected to be progressively reserved for Saudi nationals, reducing the availability of expatriate work permits in certain sectors. The new classification of expatriate work permits by skill category is expected to increasingly influence recruitment, occupation eligibility and employer workforce planning.

Saudi Arabia is likely to continue developing Premium Residency as an alternative to traditional employer sponsorship, particularly for senior talent, investors and entrepreneurs.

Further movement towards fully electronic immigration, employment and residency processes through Qiwa, Absher, Muqem and related platforms is expected.

The overall direction of travel is towards a more selective but more flexible immigration system fewer opportunities for routine expatriate employment, but increasingly attractive routes for high-skilled professionals, senior executives, entrepreneurs and investors. Immigration policy is likely to remain closely aligned with Vision 2030, favouring technology, AI, tourism, finance, logistics, energy and other priority sectors.

18. How do you see technology developing and evolving to support immigration process in the future?

In KSA, technology is likely to make immigration increasingly digital, automated and data-driven:

- End-to-end digital processing: greater integration between Qiwa, Absher, Muqem, MOFA and Premium Residency should reduce paper documentation and physical visits.
- AI and automated decision-making: Increased use of AI/data analytics to assess applications, verify qualifications, identify inconsistencies and manage compliance.
- Digital identity and biometrics: greater use of biometric identity, facial recognition and digital verification for visa issuance, entry and residency.
- Real-time employer compliance: Government systems are likely to automatically monitor Saudization, work permits, Iqamas, employment status and occupation classifications.
- Predictive compliance: Employers and immigration advisers may increasingly receive automated alerts about approaching expiries, eligibility changes and regulatory breaches.
- Integrated immigration and investment systems: Business formation, investment licensing, employment and immigration processes are likely to become more closely connected.
- Electronic documentation: Digital Iqamas, electronic visas and digitally verified qualifications/documents should increasingly replace physical paperwork.

Saudi Arabia is well positioned to develop one of the region's most fully digital immigration ecosystems, with the objective of reducing processing times, improving government oversight and making immigration more seamless for investors, employers and highly skilled professionals.

19. What are the Right to Work requirements in your jurisdiction?

For a non-Saudi national, the key requirements are that a foreign national must have the right immigration status, valid work authorisation, authorised employer and correct occupation before undertaking employment in KSA.

- Valid work authorisation/work permit issued through the Saudi labour system; a non-Saudi generally cannot work without one.
- Lawful entry and immigration status permitting employment.
- Employment with an authorised Saudi employer; the worker must be contracted to and under the responsibility of that employer.

- Correct occupation: the individual must work in the profession stated on the work permit.
- Documented employment contract: employment contracts are required to be documented through Qiwa in accordance with the applicable requirements.

20. What are the types of civil and criminal penalties employers may face for non-compliance with immigration rules i.e. employing an individual who does not have the Right to Work?

In KSA, employing a foreign national without the required work authorisation can expose the employer and, in some circumstances, responsible individuals to significant sanctions.

- Financial penalties/fines for employing expatriates without the required work permit or in breach of immigration/labour rules.
- Employer restrictions: suspension or restriction of the establishment's ability to obtain new visas or recruit expatriates through Qiwa.
- Saudization/Nitaqat consequences, potentially affecting the employer's overall classification and ability to recruit foreign workers.
- Immigration consequences for the worker, including cancellation of status, detention in serious cases and removal/deportation.
- Criminal liability: deliberate or serious violations, particularly involving illegal recruitment, trafficking, forged documents or facilitating illegal residence/work, can result in criminal prosecution and imprisonment, depending on the offence.
- Responsible-person liability: company managers or individuals who knowingly facilitate violations may face personal consequences in addition to corporate sanctions.
- Commercial/reputational consequences: regulatory action can affect the company's government transactions, licensing and ability to conduct business.

Saudi authorities increasingly use Qiwa, MHRSD, Jawazat and integrated government databases to identify irregular employment. Employers should verify the individual's Iqama/residency, work permit, employer, occupation and work-authorisation status before employment begins and throughout the employment relationship.

Generally speaking, the exact penalty depends heavily on the nature of the breach, the employer's status, whether it is a first or repeated offence, and whether other offences are involved.

21. Are there labour market testing requirements in your jurisdiction and if so, what do they involve?

There is no general, formal labour-market test equivalent to the UK Resident Labour Market Test. A Saudi employer does not normally have to advertise a vacancy for a prescribed period or prove that no Saudi worker is available before sponsoring an expatriate.

However, the employer must satisfy Saudization/localisation and workforce requirements, which effectively perform a similar function:

- Nitaqat classification: The employer's Saudization level affects its ability to obtain expatriate visas.
- Occupation-specific Saudization: Certain professions have mandatory Saudi-national quotas or are reserved for Saudi nationals.
- Qiwa/work-permit classification: The expatriate's occupation, qualifications, salary and skill level may affect eligibility.
- Visa capacity: The employer must have the necessary eligibility/visa balance to recruit the expatriate.
- Economic activity and establishment compliance: The employer must meet applicable MHRSD requirements and have an appropriate establishment classification.

22. Are there quota requirements, restrictions or a cap on the numbers of foreign nationals hired per company in your jurisdiction?

Yes, there are quota requirements, but there is not a single fixed percentage or numerical cap applicable to every Saudi employer. The ability to employ foreign nationals is primarily controlled through the Saudization/Nitaqat system and MHRSD/Qiwa visa eligibility. The required proportion of Saudi employees varies by the employer's sector, activity, size and occupation.

An employer must have sufficient eligibility/visa capacity to recruit additional expatriates. Qiwa determines eligibility based on the establishment's status and applicable rules.

Some professions are subject to mandatory Saudization or reserved entirely for Saudi nationals, meaning an expatriate cannot be sponsored regardless of the employer's general visa capacity. Expatriate work permits are now classified according to skill level, which can affect recruitment eligibility.

23. Are there any exit procedures in your jurisdiction, if an individual is departing permanently?

Yes. For an expatriate leaving KSA permanently, the employer normally needs to arrange a Final Exit Visa (Final Exit) through the relevant Saudi government systems, principally Absher/Muqem and Jawazat. The employee's employment relationship should be properly terminated/closed and outstanding employment matters addressed. The employer then applies electronically for the Final Exit Visa. The employee must leave Saudi Arabia within the validity period of the final-exit visa, and their Iqama is cancelled as part of the departure process.

Any dependants sponsored by the employee must also have their status appropriately dealt with before permanent departure. Outstanding fines, immigration violations or other government issues may need to be resolved before exit. The employer should ensure final salary, benefits and other contractual entitlements are settled.

24. Are there any requirements for medical certificates or vaccinations for your jurisdiction?

Medical requirements depend on the nationality, visa category and country of application.

Applicants coming to KSA for employment generally require a medical examination through an approved medical centre before the employment visa is issued. This typically includes tests such as blood tests, chest X-ray and general medical assessment. Certain vaccinations may be required depending on country of origin, travel history and circumstances. Meningococcal vaccination is particularly relevant for travellers undertaking Hajj or Umrah, with additional requirements potentially applying to travellers from specified countries.

Medical requirements may also apply to dependants accompanying an employment visa holder, depending on their age and visa category.

Further medical/biometric procedures may be required for Iqama/work-permit processing after arrival.

25. Are there any language requirements for your jurisdiction?

There is generally no Arabic-language requirement for obtaining a Saudi employment visa, work permit or residency (Iqama). Foreign workers do not normally have to pass an Arabic language test to obtain work authorisation.

Arabic is the official language, but English is widely used in business, particularly in multinational companies and professional/technical sectors. However, certain regulated professions or specific roles may have additional language or professional competency requirements imposed by the relevant regulator. Employers may, of course, require Arabic or English proficiency as part of the employment criteria.

26. What are the government costs associated with a typical employment based visa?

The government costs can run into several thousand SAR per year. For a typical expatriate employment case, costs can include:

- Employment visa / work authorisation fees: Government fees vary depending on the visa and employer circumstances.
- Iqama (residency) fee: Generally payable annually.
- Medical examination and visa-centre/consular charges: Paid as part of the overseas application process.

27. Is a local contract of employment required in order to obtain a work based visa or work permit? Are there salary or other thresholds to be met by the migrant?

A Saudi employment relationship must generally be documented through a local Saudi employment contract, with the employment relationship and contract details recorded through Qiwa. The contract is important for obtaining and maintaining the employee's work authorisation. There is no general minimum salary applicable to every expatriate worker simply to qualify for an employment visa/work permit. However, salary can be relevant to the classification of expatriate workers by skill level and to the employer's eligibility. Some regulated professions may have additional qualification, licensing or remuneration requirements.

28. What are the maximum periods of stay for individuals on an employment based visa / work permit?

There is no fixed maximum number of years that an expatriate can remain in KSA on employer-sponsored employment status, provided the employment relationship and immigration status remain valid. The employment visa itself is primarily the entry authorisation; following arrival, the individual is issued an Iqama (residence permit) and work permit. The Iqama/work permit is generally renewable on an annual basis, subject to the employer and employee continuing to meet the relevant requirements. Continued residence depends on valid employment, work authorisation, Iqama renewal, employer compliance and applicable Saudization requirements.

29. Does your jurisdiction allow dual nationality?

Saudi Arabia does not have a general policy permitting dual nationality. Saudi nationality law generally requires a Saudi citizen to obtain prior permission from the Saudi authorities before acquiring another nationality. A Saudi citizen who acquires a foreign nationality without the required permission may face loss of Saudi nationality, subject to the applicable legal process. Foreign nationals who become Saudi citizens through naturalisation may also be required to renounce their previous nationality, subject to the applicable rules and any approval by the Saudi authorities.

This is largely irrelevant to ordinary expatriates because holding a Saudi employment visa, Iqama or Premium Residency does not confer Saudi nationality.

30. What are the most positive aspects of your immigration system compared to the rest of the world?

The key strengths of the Saudi immigration system are:

- Premium Residency provides more flexible options for senior professionals, investors and entrepreneurs than traditional employer-sponsored systems.
- Employment-based residence can be renewed indefinitely while the individual remains eligible.
- Reforms have reduced reliance on the traditional sponsorship model and made qualifying employer transfers easier.
- Visa, work permit, employment contract and

residency processes are increasingly handled electronically through platforms such as Qiwa, Absher and Muqem, reducing paperwork and processing times. The system is becoming more integrated with employment, business licensing, investment and government digital platforms.

- Investors and entrepreneurs have dedicated immigration pathways linked to Saudi Arabia's Vision 2030 economic transformation.
- Employment residents can generally sponsor eligible dependants, subject to the applicable requirements.

31. Are you facing any challenges resulting from a shortage of skills. If yes, which skills?

Saudi Arabia continues to experience shortages in several highly specialised and technical skills, particularly in areas supporting Vision 2030 and major infrastructure and economic diversification projects. The most significant areas include:

- Technology & AI: AI, data science, cybersecurity, cloud computing and advanced digital transformation.
- Engineering: Specialist engineers in energy, renewables, construction, infrastructure, mining and advanced manufacturing.
- Energy: Oil & gas specialists, renewable energy, hydrogen and energy-transition expertise.
- Finance & investment: Investment banking, asset management, private equity, financial technology and risk management.
- Healthcare: Specialist doctors, surgeons, healthcare management and certain highly specialised medical professions.
- Project & programme management: Professionals capable of managing major infrastructure and mega-projects.
- Tourism & hospitality: Senior management, luxury hospitality, tourism development and specialist operational skills.
- Legal, compliance & professional services: International regulatory, corporate, compliance, tax and cross-border expertise.
- Advanced manufacturing & logistics: Supply-chain, automation, robotics and specialised manufacturing expertise.

Overall strongest demand is for high-skilled international professionals who can transfer knowledge, establish new capabilities and support strategic sectors, rather than for

routine or administrative roles increasingly subject to Saudization.

32. Are there any plans in place to address green skills and/or to support transition to green economies?

Saudi Arabia has significant plans to develop green skills and support the transition to a more sustainable and diversified economy, principally through Vision 2030 and the Saudi Green Initiative. Key areas include:

- Renewable energy: Major investment in solar, wind and other renewable-energy projects is creating demand for engineers, project managers and technical specialists.
- Green hydrogen: Saudi Arabia is developing large-scale green hydrogen projects, creating demand for specialist engineering, technology and energy skills.
- Carbon management: Investment in carbon capture, utilisation and storage (CCUS) and emissions-reduction technologies is creating new specialist roles.
- Circular economy: greater focus on recycling, waste management, resource efficiency and

sustainable manufacturing.

- Sustainable construction: Major developments are incorporating energy efficiency, green building and sustainable infrastructure.
- Electric mobility: Development of EV manufacturing and associated supply chains is creating demand for new technical and engineering skills.
- Skills development: Government and private-sector programmes are increasingly focused on training Saudi nationals for emerging green and technology roles, supporting Saudization of these sectors.
- International expertise: Given the relative scarcity of certain specialist green skills domestically, Saudi Arabia is likely to continue using international talent and investment to accelerate capability development.

The green transition is expected to create significant demand for renewable-energy engineers, sustainability professionals, environmental specialists, ESG expertise, carbon-management specialists, energy-transition consultants and advanced technical skills. This should also create opportunities for highly skilled expatriates, particularly where the required expertise is not yet widely available in the Saudi labour market.

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