

Your advisor on workforce strategy in the Kingdom of Saudi Arabia

Global Employer Services

The workforce landscape in the Kingdom of Saudi Arabia (KSA) is rapidly evolving to attract the best talent and reward companies who also contribute to the development of local talent. Against this backdrop, companies operating and seeking to operate in the country will need to ensure that they have a workforce strategy that aligns with the continuously changing environment.

Deloitte can help design and support with holistic workforce strategy that helps businesses maintain a strategic advantage. The GES team can support businesses in capturing the best of government benefits, managing the impact of ongoing regulatory changes, developing the framework to address local challenges (including talent retention), and ensuring compliance, while staying aligned with the business needs and priorities.

Our capability and presence

- Dedicated on-the-ground teams in KSA with a Deloitte presence in Riyadh, Jeddah and Al Khobar providing full end-to-end HR and immigration services
- A holistic approach, with Deloitte teams providing corporate, payroll and social security, reward and talent retention and HR compliance support
- KSA Center of Excellence that manages consular applications into KSA, whilst leveraging Deloitte's global presence in 150 countries
- Experience in supporting international and local companies in KSA at different stages of the company lifecycle, including those establishing a presence and those already operating in the Kingdom with 5,000+ employees.

Services we provide

Government liaison: Direct liaison with the KSA government, allowing Deloitte to advise on upcoming regulatory changes and support clients with government affairs.

Recruitment assessment tool: Cloud-based technology to allow recruiters to assess timelines for hiring candidates.

Strategic workforce planning: Initial and ongoing workforce planning based on a Deloitte-developed tool that gives visibility on future expected Saudization and Nitaqat compliance.

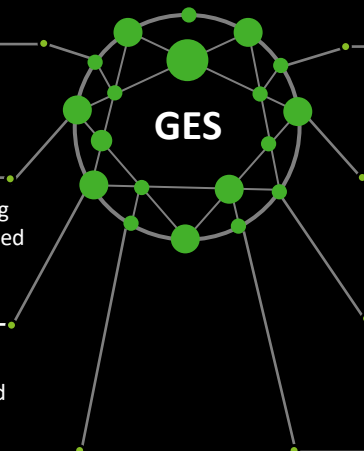
Impact assessment framework: Detailed risk and impact assessment to allow clients to manage and mitigate the impact of major regulatory changes.

HR compliance: Recognizing the relationship between labor compliance and immigration, Deloitte maintains a dedicated HR compliance team capable in advising on all aspects of the assignment lifecycle.

Stakeholder reports: Monthly compliance and planning reports to give all stakeholders visibility on key workforce and hiring metrics.

Benchmarking and policy reviews: In supporting companies across multiple sectors, Deloitte can advise on key market practices and trends.

Reward: Capability to provide support with executive compensation plans and talent retention schemes.



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