



Matching Talents, Unlocking Growth

Starting from permanent or temporary staffing, to talent management and outsourcing, Areeb bridges the gap between job seekers and organizations, while managing the hiring complexity and HR's sophisticated processes that entities face today.



For organizations, the consequences of not hiring suitable talents are numerous and varied



Challenges in the global and local job market

**85M. IS THE
PROJECTED
EMPLOYEE
SHORTFALL BY
2030.**

According to a study conducted by Korn Ferry, this shortfall could result in a significant cost exceeding \$8.5 trillion in unrealized revenues.

According to "Korn Ferry Consulting Firm"

Another challenge is the **rising costs** associated with hiring unsuitable candidates, which go beyond the hiring and training costs to include decreased productivity and negative impacts on employee morale and customer experience, as well as the brand.

A study published by Forbes indicates that the cost of replacing an unsuitable employee can amount to **21% of their annual salary**.

These studies and others emphasize the priority of talent acquisition and retention strategies for organizations. The process of attracting and retaining talents is becoming increasingly difficult and costly, putting additional pressure on HR management.

According to a study by Hays.

For organizations, failing to hire the right talents can lead to several negative consequences

Such as increased operational costs, reduced productivity, and hindered growth.



Saudi Arabia faces similar challenges, potentially more so than other regions around the world. According to a study by Hays, the average time to hire in Saudi Arabia is

63 DAYS,

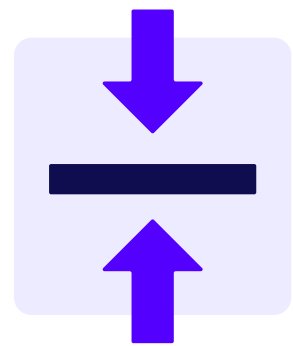
compared to the **global average of 42 days**. Additionally, the average cost per hire in Saudi Arabia is **9,000 SAR**, compared to the global average of **6,000 SAR**.

Yet, the Saudi market is unique, especially after the 2030 VISION,

These challenges underscore the need for HR departments to rethink their strategies to improve responsiveness and efficiency. This re-evaluation is crucial, especially considering the ambitious goals of the 2030 Vision, which aims to effectively address these real-world challenges.

Here Come Areeb's Solutions

For hiring processes, by saving costs and time, enabling your HR department to focus on your core business activities.



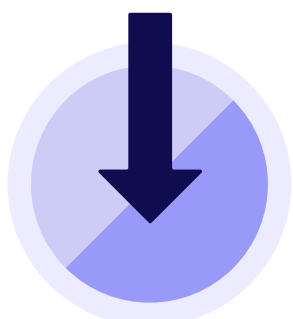
Alleviate The Pressure

We assist in executing all HR operations like hiring, managing employee relations, and adhering to regulatory requirements, enabling you to focus on your core business activities.



Candidate Quality

Areeb excels in sourcing diverse candidates to find the right fit for your needs. We support you in meeting all your requirements by understanding the right culture fit and placing the right person in the right position.



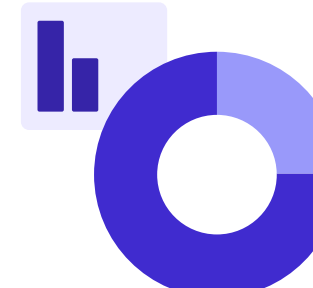
Cost Efficiency

At Areeb, we help you reduce hiring costs and improve your business performance by utilizing the latest technologies to achieve your goals.



Speed in the Hiring Process

What sets us apart is our precision and quality in work, where we prepare a list of suitable candidates for the vacancies your organization needs, providing a prompt alternative for these positions.



Data and Information

At Areeb, we ensure to stay ahead by managing risks and optimizing operational performance, which helps you achieve efficiency. We provide you with accurate and up-to-date data and information to reach operational excellence and manage risks.

Supported by our Ecosystem, Areeb is the Ideal Partner for Empowering Your Organization's HR Operations

شركة الحلول
المتكاملة القابضة
AlHoloul AlMutakamela
Holding Company



Areeb is an Arabic name that symbolizes intelligence and ingenuity, describing someone who performs their work with skill and creativity, aligning with our company's values.

- ▲ At Areeb, we strive to be the link between job seekers and organizations by managing talent acquisition and other HR operations, making it easier for our clients to achieve their goals. We bridge the gap by providing innovative solutions that help build a path to success for both our clients and candidates.
- ▲ Our team at Areeb is dedicated to offering the highest quality services with expertise, efficiency, and reliability. We ensure that all our tasks are carried out with great care and precision, making us the trusted partner for all your HR needs.



Vision

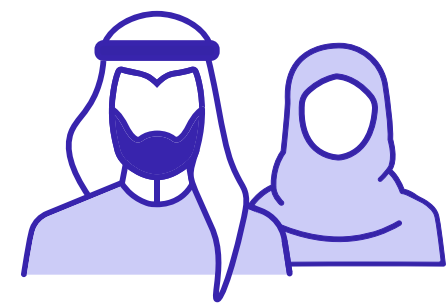
Creating matches to unlock values in the ever-changing world of work

Mission

Enabling people & organizations to achieve their potential through innovative HR and Recruitment solutions and best practices.

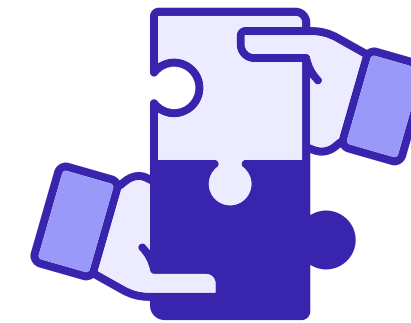


Our Core Values are People, Competence, Innovation, Collaboration, and Diversity



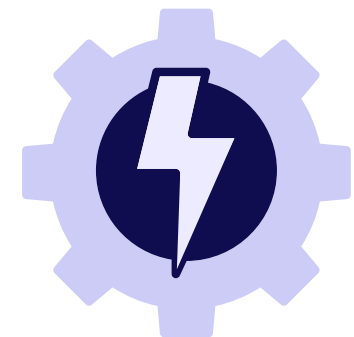
INDIVIDUALS

At Areeb, we prioritize human resources as the foundation for the advancement of organizations and communities.



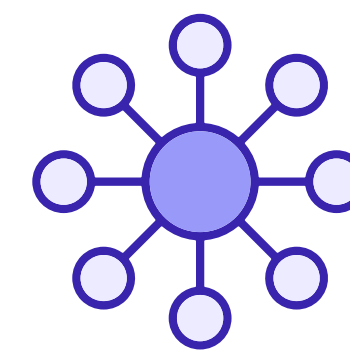
COLLABORATION

We are committed to fostering a culture of cooperation, trust, and mutual respect among our team and with our clients to achieve our shared goals.



COMPETENCE

We continually strive to enhance our services to provide the best value to our clients, offering comprehensive and precise solutions.



DIVERSITY

We believe in the power of diverse cultures, which create varying perspectives and foster a healthy work environment that drives growth and innovation.



INNOVATION

We keep pace with HR innovations, enabling our employees to embrace these changes confidently, aiming to maintain our leadership position in the field.

We Operate Efficiently, Consistently Earning High Satisfaction Rates From Our Clients



Our payroll processing operates with exceptional efficiency.

Our Employee Satisfaction Rate

Very Satisfied

95%

Indicating a very satisfied workforce.

Our Methodology Consists Of Four Stages: Understand, Analyze, Align, Develop

UNDERSTAND & ANALYZE

Phase

1

We understand and study all of the client's needs.

ALIGN

Phase

2

We tailor the appropriate solutions that facilitate the organization's operations through the modern technologies we employ.

Phase

3

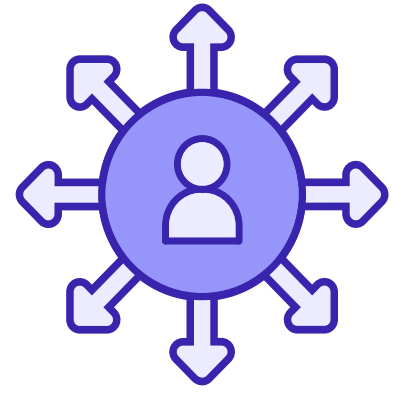
We start by aligning the needs of the client with the available talents in the job market to ensure success.

DEVELOP

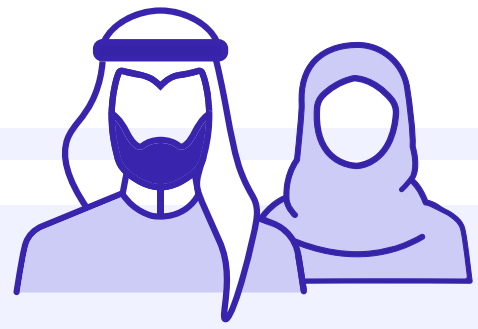
Phase

4

We build partnerships that continue beyond delivering the required services, helping to establish long-term relationships with our clients.



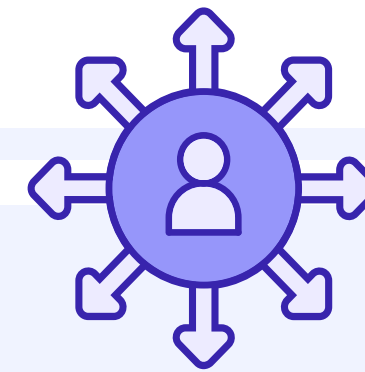
Our Comprehensive Services Include:



**Recruitment
Solutions**



**Executive
Search**



**Outsourcing
HR Operations**



**Hourly
HR Consulting
Services**



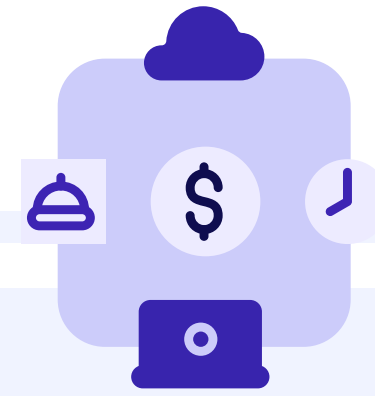
Employment Solutions



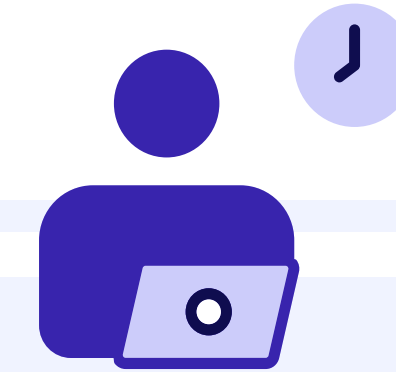
**Talent
Search**



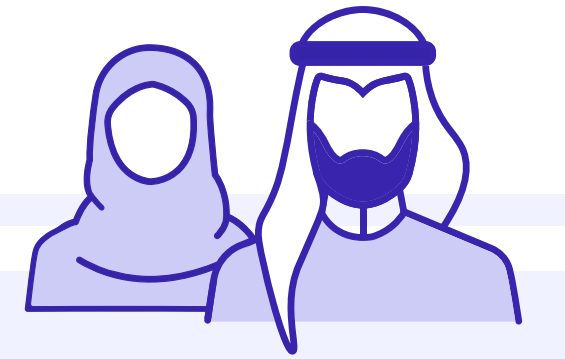
**Temporary
Work**



**Remote
Work**



**Flexible
Work**



Supporting
Saudization



Talent Search

Talent Search

The talent search or permanent hiring service is a solution provided by Areeb to help organizations find reliable employees for difficult-to-fill positions. This service includes several stages and steps that ensure the consistent hiring of suitable individuals for organizations.

Permanent Hiring Service

Aiming to provide long-term hiring solutions for organizations, this service helps reduce hiring costs and time while ensuring the availability of qualified employees who contribute to the growth and success of the company.





Temporary Work

Temporary work

Temporary work is a service provided by Areeb, which is a type of employment characterized by a specific duration or a temporary nature. Here, individuals are hired for a short-term period or for specific projects instead of permanent hiring. Temporary work can be full-time or part-time and is often used to meet short-term needs of organizations or to cover specific periods such as peak times or holidays.

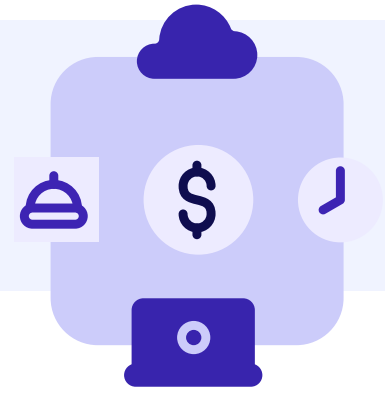
Examples of Temporary Work:

-  Seasonal Projects.
-  Temporary roles in companies.
-  Fixed-term contracts.

Benefits of Temporary Work:

-  Flexibility.
-  Balance between work and life.
-  Diverse opportunities.
-  Gaining experience and development.





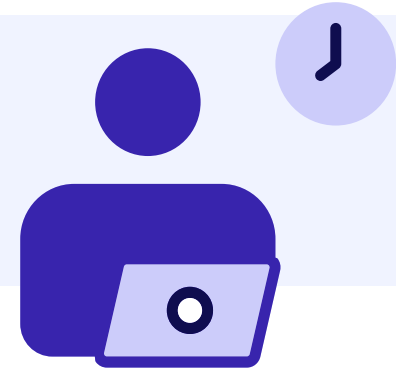
Remote Work

Remote work is a service offered by Areeb that allows employees to perform their job duties outside the traditional workplace, such as from home or any other location. Employees can work remotely using the necessary internet and technology tools. This type of work offers greater flexibility in determining the location and time of work and is considered an appealing option across many industries.

Benefits of Remote Work:

-  Flexibility.
-  Balance between work and personal life.
-  Saving time and money.
-  Expanding the scope of employment.
-  Increased productivity.



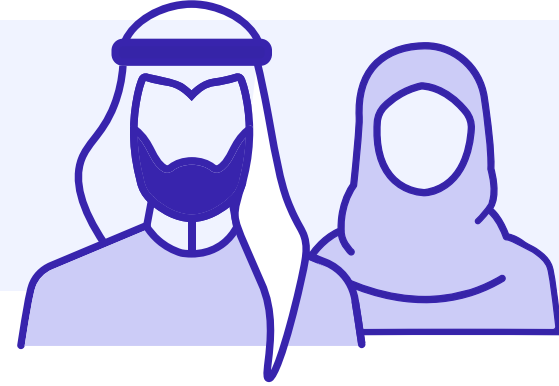


Flexible Placement

Areeb provides a service that offers technical and electronic solutions and services to support the flexible work platform. This service attracts job seekers and showcases them to organizations through electronic platforms.



Supporting Saudization



Supporting Saudization is a comprehensive service for recruitment operations and payroll management, aimed at hiring and employing Saudi talents with the right skills, supporting their integration into the workforce, and helping them expand through seamless work processes.

According to a global study by ManpowerGroup on the talent shortage in 2023, nearly 4 out of 5 employers worldwide face challenges in finding the necessary talents.

4 IN 5 EMPLOYERS GLOBALLY

Globally, employers have found it increasingly difficult to find professional talents they need, with the difficulty rising by

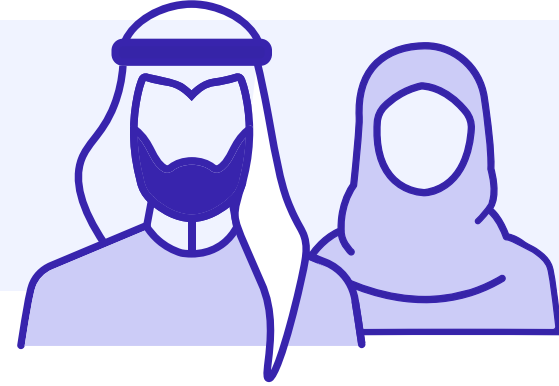
+2% ANUALLY

This indicates a significant increase in the challenge of finding talents.

Specifically, in Saudi Arabia, a 2022 article by PeopleHum stated that 3 out of 5 employers face difficulties in finding the necessary skills, with many employers negatively impacting their businesses due to skill shortages. This underscores the need to employ Saudis effectively and support them in adapting to the job market.

At Areeb, we focus on supporting Saudization by providing companies with effective solutions to reduce costs and meet the objectives of Saudization. We assist companies in hiring qualified Saudi employees, facilitating their work processes, and helping them achieve their goals. This includes launching **specialized programs through our Ajeer platform.**

Supporting Saudization



Work Mechanism

At Areeb, we focus on hiring qualified Saudi talents in the required fields to enhance your operations and grow your business.

Thanks to Rapid Developments, Artificial Intelligence Surpasses Human Performance by 35% in Our Time.

At Areeb, we use an innovative recruitment strategy to attract qualified talents by aligning their needs with yours. Additionally, we implement behavioral and cultural fit assessment techniques (BBI) to ensure the compatibility of candidates with your organization.

Using the Expertise of Our Distinguished Team

Utilizing the latest HR tools and technologies, we work at Areeb to find and hire Saudis with the necessary skills to meet your needs, enhancing your operations and driving your growth.

Executive Search



The executive search service is a specialized process to find highly qualified candidates for senior and executive positions.

HIRING EXECUTIVES REQUIRES SKILL

in evaluating competencies and thorough research to find experienced individuals who align with the organization's position and needs.

To find the right talents for these roles, we prefer overseeing the executive search to identify clear roles, job descriptions, and defining the most important objectives for the role. Working with a specialized company in executive search provides many benefits, such as:

- 1** PRECISE ANALYSIS
- 2** ACHIEVING DESIRED RESULTS
- 3** IMPLEMENTATION BY QUALIFIED PROFESSIONALS
- 4** COST-EFFICIENCY
- 5** CONFIDENTIALITY AND PRIVACY

AREEB

At Areeb, we offer comprehensive guidance on how to search for and attract the best candidates for executive positions.

Executive Search



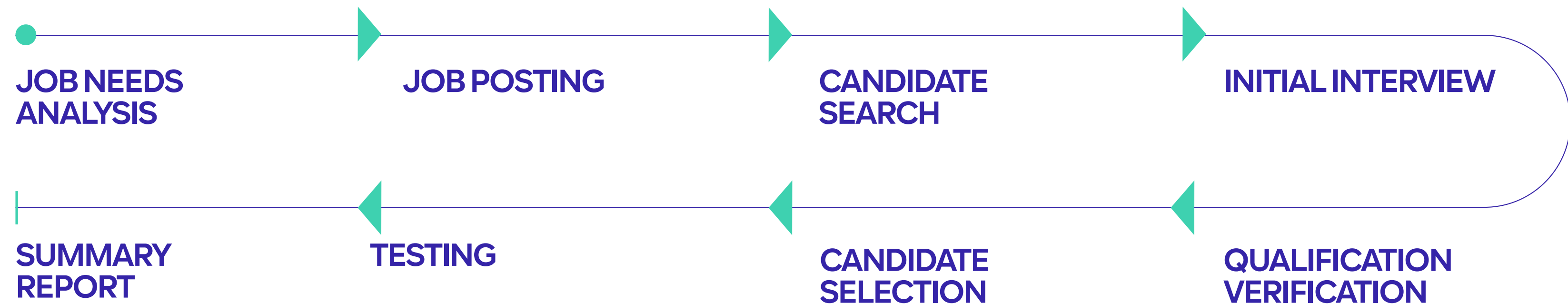
AT AREEB, WE OFFER YOU

This service involves getting to know your organization in detail and deeply understanding your vision and goals. We then hire individuals who align with your objectives. We use various evaluation tools for each candidate to ensure that their competencies match your organization in terms of both behavioral and cultural fit.

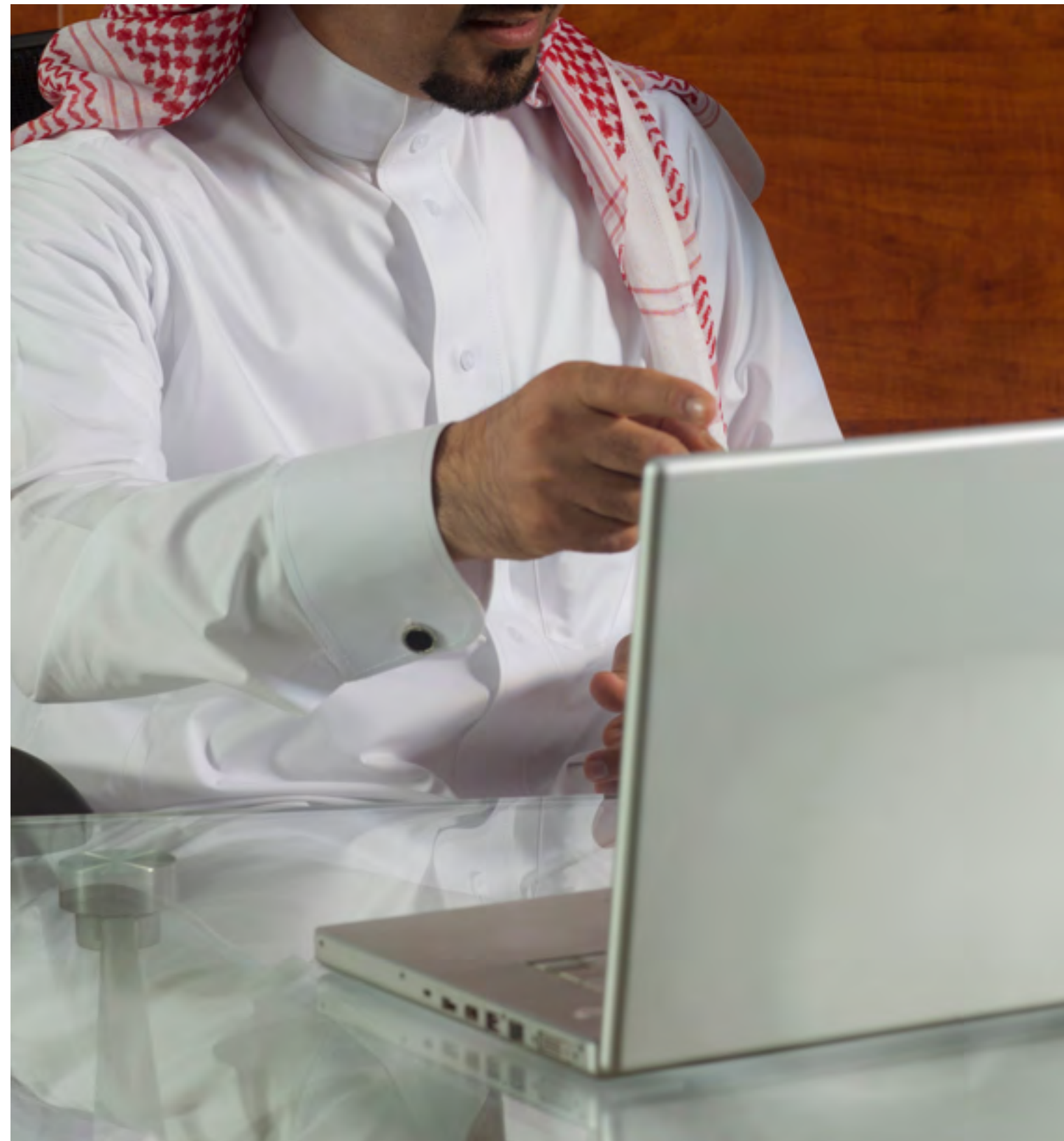
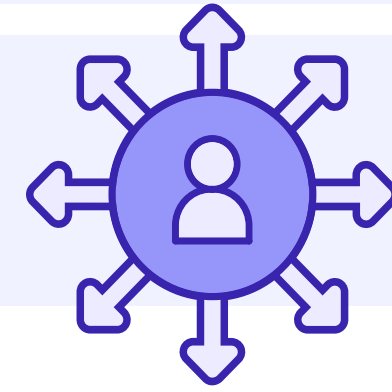
BECAUSE WE ACHIEVE ALIGNMENT THAT LEADS TO SUCCESS

In the field of recruitment, we excel at sourcing talents that match your needs. Additionally, we provide innovative solutions for hiring talents that align with your organization’s vision.

As Areeb is a trusted company, we carefully select candidates to ensure they meet your expectations and align with your organizational goals.likely to listen, because they know we offer objective, discreet counsel that can help your organization choose candidates ready to contribute immediately.



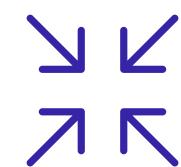
Outsourcing HR Operations



Outsourcing HR operations is a comprehensive service aimed at empowering organizations by reducing the burden of managing HR. We achieve this by providing centralized solutions for managing all HR operations, including the preparation of executive and operational plans, developing HR systems, and handling payroll and legal compliance. Additionally, we manage third-party services and external relations, all tailored to meet the needs of our clients.

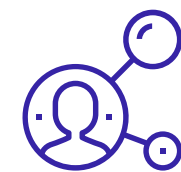
Why Should Companies Outsource HR Company?

According to SHRM (Society for Human Resource Management), companies that outsource HR operations achieve higher levels of efficiency in managing HR activities.



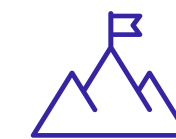
COST SAVINGS

In HR management and time preservation.



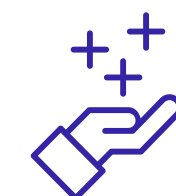
ADVANCED SUPPORT AND SOLUTIONS

Provided by experts in HR to address challenges and difficulties.



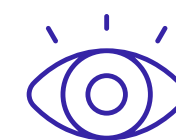
ACHIEVING

The Highest Level of Compliance.



UTILIZING

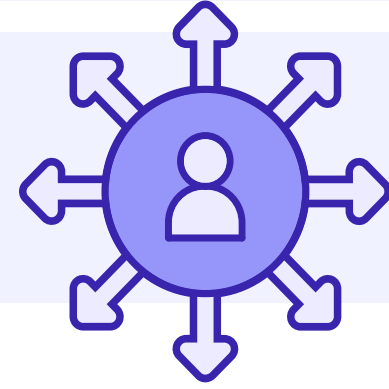
The Latest HR Technologies.



FOCUSING

On strategic HR activities.

Outsourcing HR Operations



In the Kingdom of Saudi Arabia

Managing HR is one of the primary and critical functions within organizations. Hence, many organizations consider outsourcing HR management to specialized companies to assist them in meeting all their needs.

According to an article published by Harvard Business Review, outsourcing HR to a specialized company can reduce approximately

20-30%
OF HR COSTS

By outsourcing HR operations to a specialized company, we at Areeb support companies in enhancing their performance by taking on HR tasks and responsibilities, such as payroll management, **RPO** (Recruitment Process Outsourcing), and employee services. Our internal team of experts offers you the best solutions and high-quality services. We also ensure that all government regulations and electronic services are updated regularly.

Collaborating with a specialized HR company contributes to raising employee productivity, improving their satisfaction, retaining key employees, enhancing compliance, and developing effective leadership roles.

HOURLY HR CONSULTING SERVICES



This service is provided by HR consultants to companies, with costs calculated based on the number of hours offered. These consulting services cover various areas, including:

Designing Organizational Structure

Performance Management Framework

Job Descriptions and Role Clarification

Talent Management Framework

Developing HR Policies and Procedures

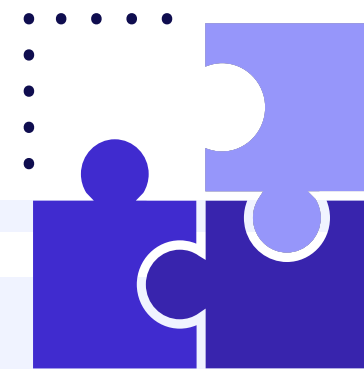
Change Management Support

Our work is based on a structured approach that guides our clients through a precise and well-studied process



Understanding Needs

At the beginning, we understand all the needs and goals of our clients through holding meetings that help in realizing the client's requirements and expectations.



Specialized Solutions

Based on the data we gather, we work on preparing comprehensive solutions in the field of recruitment to align with the client's needs. This includes identifying job roles and developing strategic plans that enhance the recruitment percentage and efficiency.



Alignment for Success

We strive to achieve alignment that matches your organization's vision, by leveraging a broad base of data and modern technologies to find the right talents that fit your company's culture.



Continuous Support

We provide you with ongoing support, assisting you even after the recruitment process to ensure smooth and efficient services. Additionally, we monitor employee performance to maintain retention rates and reduce turnover.

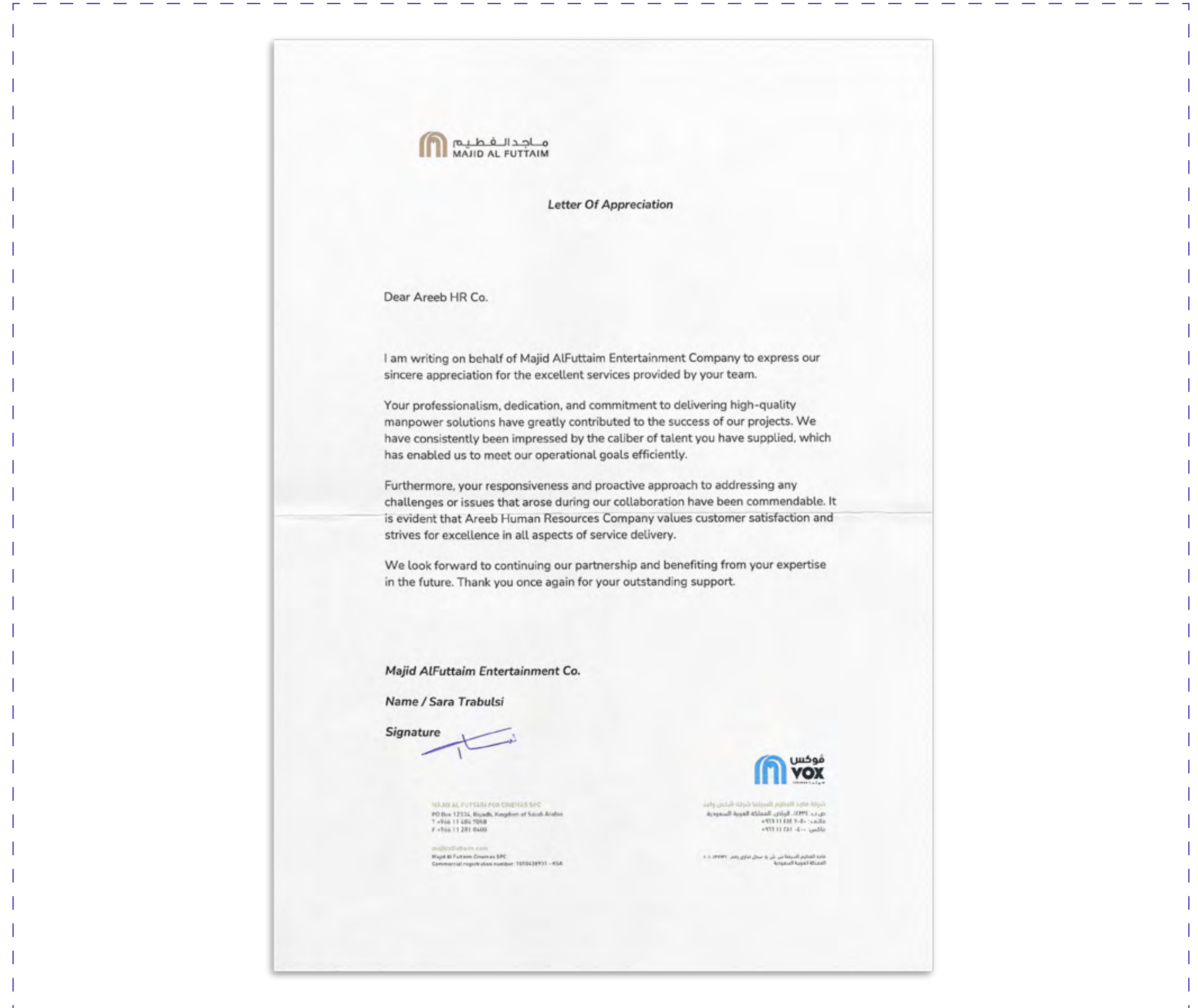
PARTNERS

Our partners are the foundation of our success at Areeb. We prioritize providing our clients with the utmost care, studying all their needs, and offering innovative and advanced solutions in the desired manner to build a bridge to success with them.

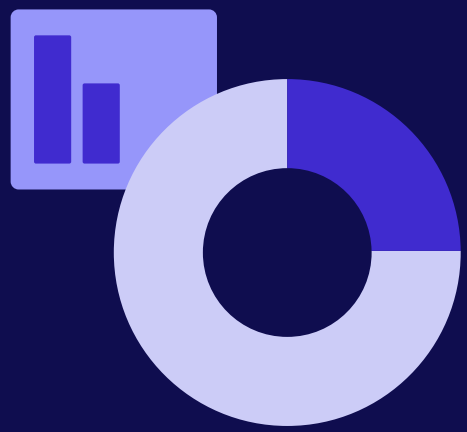
Here is a glimpse of some of our clients:



OUR PARTNER'S SUCCESS STORY

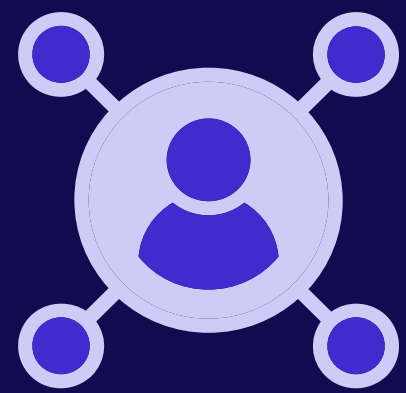


Our impact extends beyond the boundaries of our organization and positively affects our environment,
Inspired By Vision 2030



Economic Impact

We empower businesses with qualified talents to strengthen the Saudi workforce. Through diverse career paths, we contribute to the employment of key national talents across all sectors, aiming to transform the economy into a productive and globally competitive one.



Social Impact

We promote advanced solutions and technologies that enhance the quality of life. By aligning with the Kingdom's vision of creating a prosperous and robust society, we support individual empowerment and the attraction of national talents to ensure a better future for all.



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