

Recruiting Top Graduates in Saudi Arabia

2011



Introduction

- **Employment of young Saudi nationals** is now a top priority for the country and for companies at all levels. There is intense competition between employers for attracting, recruiting and retaining the best Saudi graduates.
- Online recruiting firm, GulfTalent, in association with six leading universities in the Kingdom, has conducted a research study on the **employment preferences** of Saudi graduates and which companies they would most like to work for.
- The study is based on a survey of around **2,400 Saudi youth**, both male and female, who are about to graduate from university or have recently graduated.
- It is hoped that the survey findings will help companies **evaluate and improve** their approach to **recruiting Saudi graduates**.

Universities Represented in the Survey



King Fahd University of
Petroleum & Minerals



King Abdulaziz
University



Jubail University
College



جامعة عفت
Effat University



Al Faisal University



Prince Sultan University

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Employment Preferences of Graduates

Most Popular Employers

Ranking of Top 50 Employers by Popularity

Based on number of votes received from Saudi graduates surveyed *

- | | | |
|-------------------------------------|---|-------------------------------------|
| 1. Saudi Aramco | 21. Petro Rabigh | 41. Sipchem |
| 2. SABIC | 22. Unilever | 42. Emaar |
| 3. Schlumberger | 23. Capital Market Authority (CMA) | 43. Marafiq |
| 4. Saudi Arabian Airlines | 24. Halliburton | 44. CITC |
| 5. Procter & Gamble (P&G) | 25. Ministry of Education | 45. Ministry of Health |
| 6. General Electric (GE) | 26. Satorp | 46. Samsung |
| 7. Mobily | 27. Microsoft | 47. King Fahd Armed Forces Hospital |
| 8. Samba | 28. PriceWaterhouseCoopers (PwC) | 48. Savola |
| 9. Saudi Telecom (STC) | 29. King Abdulaziz University Hospital | 49. Olayan |
| 10. National Commercial Bank (NCB) | 30. Ernst & Young | 50. Apple |
| 11. National Guard Hospital | 31. Saudi Binladin Group | |
| 12. King Faisal Specialist Hospital | 32. Royal Commission for Jubail & Yanbu | |
| 13. Google | 33. Deloitte | |
| 14. SABB | 34. BAE Systems | |
| 15. Al Rajhi Bank | 35. Maaden | |
| 16. Chevron | 36. HSBC | |
| 17. Saudi Electricity Company (SEC) | 37. Sasref | |
| 18. Baker Hughes | 38. Ministry of Interior | |
| 19. KPMG | 39. Nestle | |
| 20. McKinsey | 40. Siemens | |

* Further rankings by segment (gender, region, university, major, and sector) are shown in Appendix. Full profile of respondents available on page 34.

Source: GulfTalent Survey of Saudi Graduates

Basis of Graduates' Career Decisions

What Graduates Look for in Employers

% selecting item as one of the top 3 factors for them



Source: GulfTalent Survey of Saudi Graduates

Observations

- **Training and development** is the top factor for graduates when selecting an employer.
- Other **top attractions** for graduates include:
 - Challenging and interesting work
 - Good public image and reputation of company
 - Attractive salary and benefits
- There is some **diversity** in the range of factors preferred by different graduates.

Training and Development

Interview Findings

- Graduates **highly value** training provided by prospective employers.
- **Types of learning** appreciated by graduates:
 - Training courses
 - E-learning modules
 - Opportunity to continue university education in parallel with their work
 - Sabbatical and/or scholarship to do a Master
 - Learning on the job from experienced managers
- **Elements of training** that attract the attention of graduates:
 - Continuity over several years
 - Overseas component
 - Flexibility, choice and customization to individual needs



Selected Quotes from Graduates

- *“[Company x] is like a university, it’s a learning school. You learn so much working there!”*
- *“My friend worked there for 3 years and didn’t get any training and development. They don’t care about the people they are hiring. They are just hiring them because they are Saudi, just because they have Saudization targets and that’s it.”*
- *“I heard they give each person 10 training courses, 5 at home, 5 international. That is really great!”*
- *“They give you courses and let you learn. They send you to Dubai and to the US to develop yourself so you can advance in your field.”*

Interesting and Challenging Work

Interview Findings

- Graduates **seek** work that:
 - Keeps them busy
 - Uses their knowledge and skills
 - Challenges them intellectually
 - Has variety and diversity
 - Has impact / is important
- Graduates **are put off** by work that is:
 - Routine and repetitive
 - Bureaucratic; with very slow progress



Selected Quotes from Graduates

- *“I did my internship with [Company x]. I didn’t do anything there, I did absolutely nothing! I don’t want to make the same mistake next time, so definitely will not join them after graduation.”*
- *“I have so much education and qualifications. With most companies, it is hard to apply my knowledge, but with [company x] I have the opportunity to apply all my knowledge.”*
- *“I am attracted to audit companies because it is a very tough field - each client has his own difficulties, and you have to keep up with them, and they have a deadline. In some other fields I will not be getting such challenges, it is all routine. “*

Company Image and Reputation

Interview Findings

- Graduates like to join companies with a **reputation** for:
 - Having great products
 - Being leaders in their field
 - Hiring top talent
- Graduates **form their view** of a company's reputation based on:
 - Media coverage of the company's products and market performance
 - Family and friends / word of mouth
 - Their own experience of the company's products
 - Employees of the company they meet (particularly senior managers)

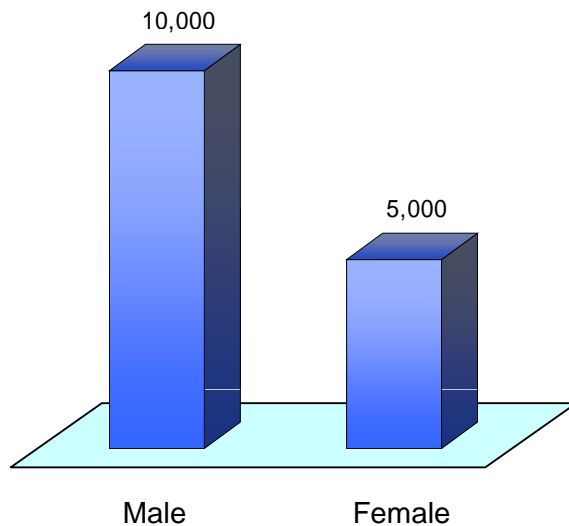


Selected Quotes from Graduates

- *“I love [Company X]. They’ve been part of my life all my life, my TV, laptop, games, I know their products and how they do their thing. I would love to work for them.”*
- *“I want to work for [Company X] rather than their competitor, because I am impressed with their products, their marketing, every thing.”*
- *“They have a bad reputation among customers. Their service is very bad. I don’t personally use them and I wouldn’t like to work for them either.”*
- *“The job I get will stay with me, so I care about the name of the companies I work for, since their names will be in my CV, and I would like to have an impressive record.”*

Salary Expectations

Median Salary Expectation of Graduates Saudi Rials per Month, 2011 *



Observations

- Male graduates seek a monthly salary of **10,000** Rials (median expectation).
- Female graduates' expectations are half the level of males, at **5,000** Rials per month – possibly due to the supply demand imbalance, with a large population of female graduates competing for limited female vacancies.
- **Top-quartile** salary expectations (top 25%) are 12,000 Rials for male and 7,000 Rials for female graduates.
- The lower financial expectation of females offers a **potential opportunity** for employers who are able to absorb this talent pool, though the gap is likely to narrow as opportunities for female graduates increase.

* All guaranteed cash payments, including allowances

Source: GulfTalent Survey of Saudi Graduates

Team Environment

Interview Findings

- Graduates are **attracted** to work environments which are:
 - Cooperative / Team-orientated
 - Dynamic
 - Multi-cultural
 - Merit-based with equal opportunity for advancement
- Graduates are **put off** by work environments dominated by:
 - Politics / negative competition and back-stabbing
 - Nepotism / favoritism for family and friends



Selected Quotes from Graduates

- *“There is no point recruiting fresh graduates like us who are motivated and excited and would like to work hard, if the people who are currently working in the company are not motivated.”*
- *“I like to work there, because they have a multi-cultural environment with many different nationalities.”*
- *“In some companies you find so much politics, groups who don’t like each other, etc. It is very important for me to work in a clean environment without too much politics.”*
- *“They have a professional environment. You have the chance to go up in the organization and there is equality of opportunity for all employees.”*

Recruitment Process

Interview Findings

- Graduates like companies whose recruiting process is:
 - **Transparent:** The steps involved and timelines are clearly communicated.
 - **Fair:** Everyone has equal chance based on ability and not their background or connections.
 - **Personal:** They can talk one-on-one with someone to learn about the company and its career offerings.
 - **Holistic:** Their individual strengths and abilities are understood (e.g. they are not judged purely on GPA).
 - **Efficient:** They receive a response / decision within a reasonable time after applying.



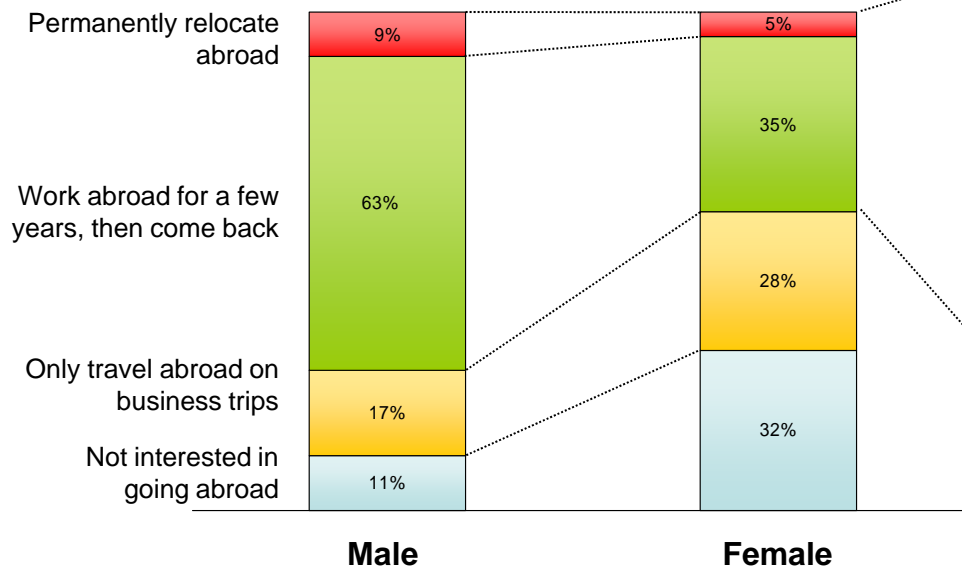
Selected Quotes from Graduates

- *“They keep telling you after submitting your CV ‘We will review it and get back to you’, but they never do. They keep students hanging for months!”*
- *“In the career day, they take a big stand, advertising themselves. Then when we ask them about the company, they just say ‘Take this brochure and go online and apply’. It’s really ridiculous and not fair for the student. They should meet with us in the career fair, interact with us and talk about the company.”*
- *“They rejected me because my GPA is 2.29 and they need at least 2.30. It means 0.01 made a difference! If they are this demanding from now, I don’t know what to expect from them later on.”*
- *“In [company x] they discriminate a lot. Only with ‘wasta’ you can get a job there. I don’t like that. “*

International Exposure

Graduates' Interest in Working Outside the Kingdom

%



Most Popular Countries

For permanent relocation or working for a few years

For Males

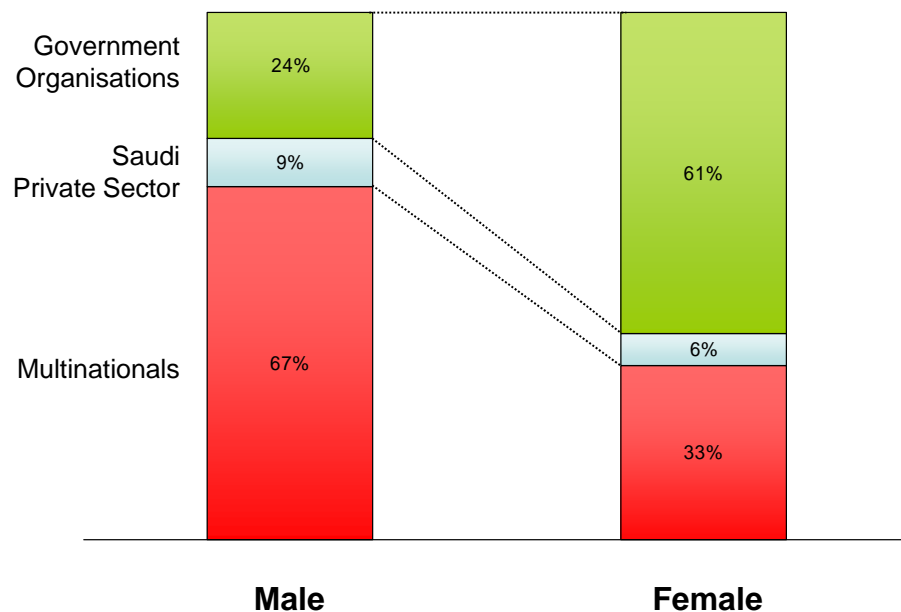
For Females

1. US
2. UAE
3. UK
4. Canada
5. Qatar

1. US
2. Canada
3. UAE
4. UK
5. Japan

Multinationals vs. Local Firms

Graduate Preferences by Type of Employer
%



Observations

- **Multinational companies** are the dominant choice for male graduates, preferred over both Saudi private sector and government sector employers.
- Female graduates are more interested in working in the **public sector**.
- **Saudi private sector firms** are the last choice for Saudi graduates, both male and female.

Graduate Perspectives on Multinationals vs. Local Firms

Consideration

Learning & Development

Selected Quotes from Graduates

"In multinationals, one year is equivalent to 2 years - because you have training, they send you outside, they always like to increase the performance of their employees, you get to interact with senior management."

Work Pressure

"They work you really hard in [multinational x]. It would be very nice for my bank account, but I will have nothing left to do, like exercise or go out with friends. They also have a lot of social events after work (seminars, workshops, etc.). I like having a life not working 24/7. Government is easier in hours."

Ethics & Professionalism

"The ethics in [multinational x] was amazing and made me wonder. That's something that is lacking with local companies. They have lower standards, less discipline and more questionable practices than in international firms."

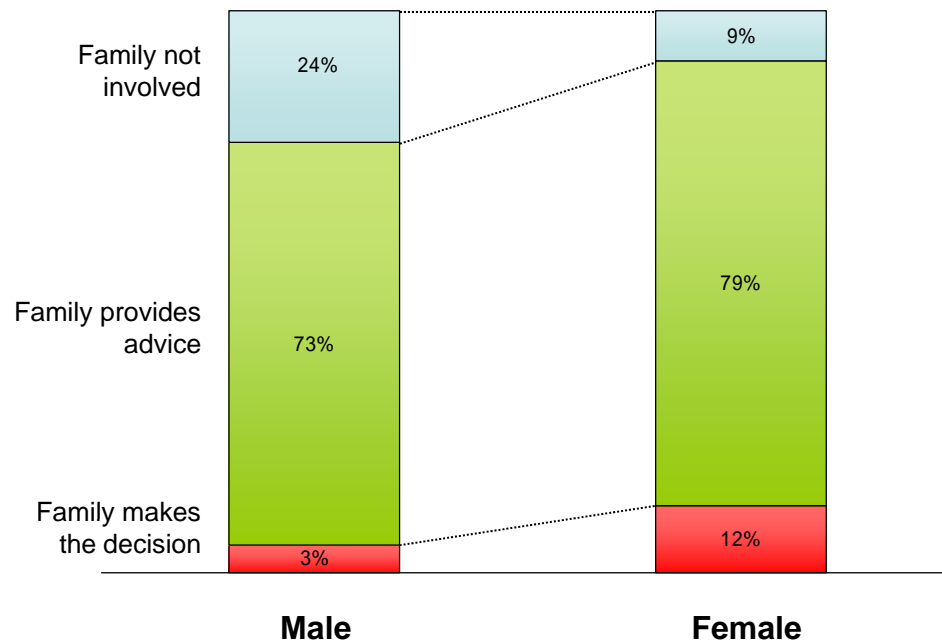
Job Security

"They are an American company and it is nice, but I think if there is a crisis, many people will get fired, as happened in 2008. With government companies there is job security."

Influence of Family

Role of Graduate's Family in his / her Career Decision

%



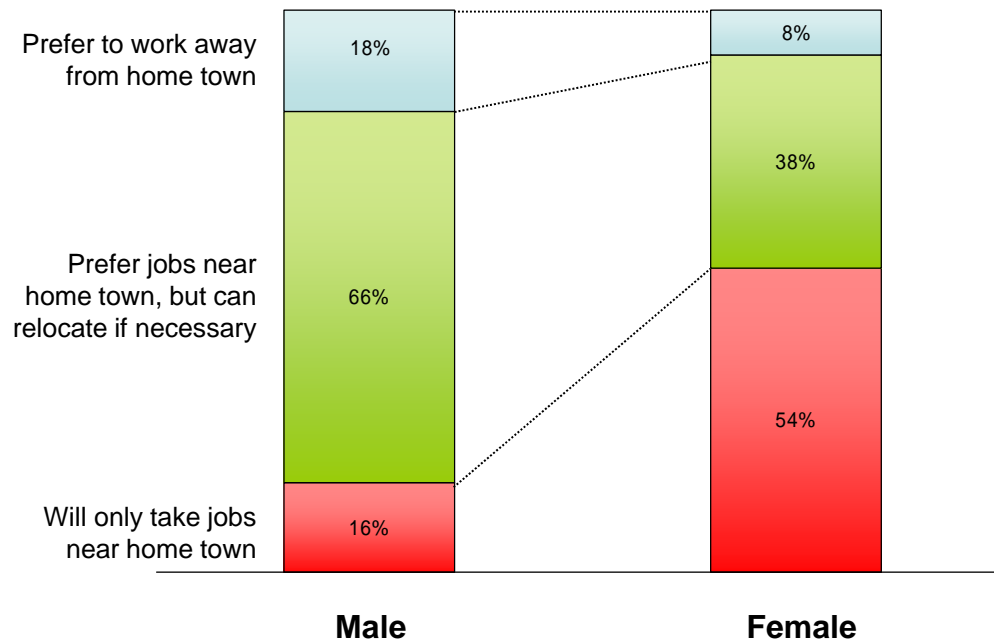
Observations

- Family plays a big part in graduates' career decisions, for both male and female graduates.
- The most common role of family is to **influence** the decision through their advice, but in some cases the family actually **makes the decision**, particularly for female graduates.
- It is not sufficient to win the hearts and minds of graduates themselves. Employers that enjoy wide public appeal gain a further advantage by winning the **endorsement** of graduates' families.
- The family's view is largely determined by the company's **public image**. However, it is also influenced by the **information** they receive about the company from the students themselves – e.g. parents of many female graduates want to know about the environment in which their daughter will be working.

Impact of Job Location on Career Decisions

Relocation Preferences of Graduates *

%



Observations

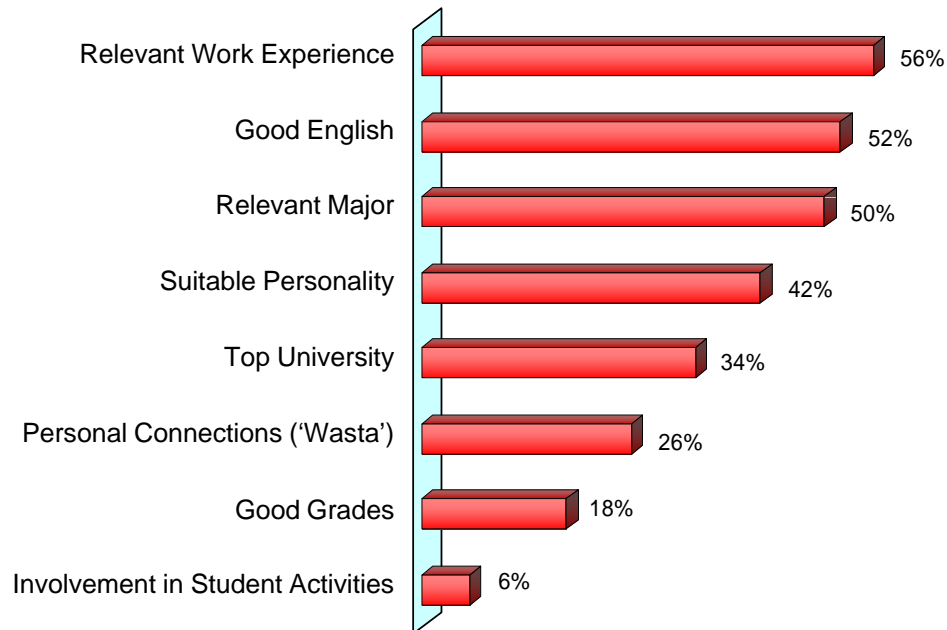
- Most graduates prefer to work **close to their home town**.
- Despite their preference, most **male graduates will consider** relocating to other parts of the Kingdom if required for their desired job.
- Most **female graduates will not relocate** at all, or would have a strong preference not to.

* Assuming job location within KSA; excludes international options. See also 'Employer Popularity Ranking by Region' in the Appendix
 Source: GulfTalent Survey of Saudi Graduates

Perceptions of Employment Criteria

Graduates' Perception of What Employers Look For

% of graduates believing item is among top 3 factors for employers



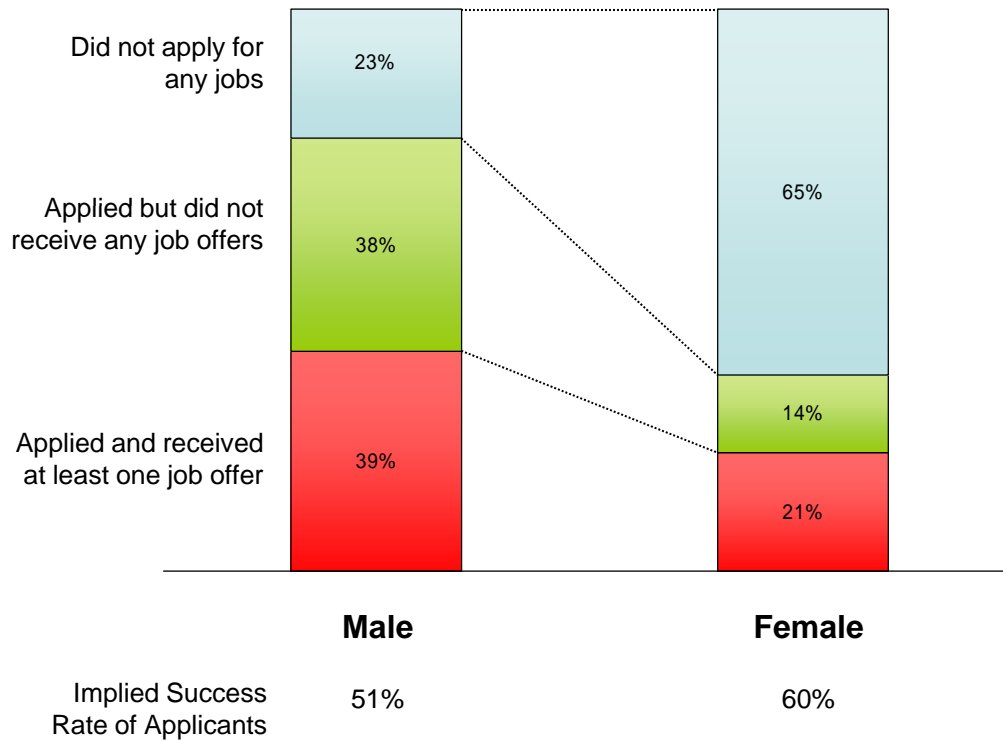
Observations

- Most graduates believe relevant **work experience** (e.g. Internships) to be the most important factor determining their chances of employment.
- Other factors perceived to be **important** include:
 - Good English
 - Relevant major
 - Suitable personality
- Around one-quarter of graduates believe **personal connections** ('Wasta') to be a key factor in the employers' recruitment process.

Job Search Activity

Graduates' Job Search Activity and Results

Status on 31 July 2011, for students who graduated Jan-July 2011 and who indicated they were interested in full-time employment



Observations

- Male graduates are **more proactive in job search** than females – 77% of males who have graduated recently and seek full-time employment have applied for jobs, compared with just 35% of females.
- Female graduates who do apply for jobs have a **higher success rate** on their applications than male applicants.
- Despite a higher success rate, the overall **employment rate** of female graduates is lower, due to their lower job search activity.

Strategies for Attracting Top Graduates

Best Practice in Graduate Recruitment

Key Steps for Attracting Top Saudi Graduates *



- Role
- Career Path
- Training
- International Exposure
- Salary & Benefits

- University Activities
- Internships / Co-ops
- Career Days
- Management / Alumni
- Social Networks

- Process
- Communication
- Applications
- Selection
- Follow-up

* Based on GulfTalent findings on employment preferences of Saudi graduates, as well as strategies used by top-ranking employers
 Source: GulfTalent Research

1 – Creating an Attractive Proposition for Graduates

Role

Create graduate roles with interesting content and clear deliverables.

Career Path

Define a potential career path, which high-performing graduates joining the company can expect over the next 10-15 years.

Training

Set up a structured training and development programme – including formal training, on-the-job learning and, if possible, opportunities to continue formal education (such as Masters or MBA scholarships).

International Exposure

Build into the graduate programme opportunities to live, travel or train outside the country.

Salary & Benefits

Ensure your graduate compensation is competitive relative to the market.

2 – Building Company Brand in Universities

University Activities

Build strong ties with university career offices and student clubs. Run educational events for students (e.g. case study presentations from your industry, or group competitions). Sponsor clubs. Appoint one student per university as your 'representative', helping to coordinate marketing activities on campus throughout the academic year.

Internships / Co-ops

Offer internship opportunities and make sure they are rich in content and interesting, so participants go back to their peers with positive feedback on your company.

Career Days

Actively participate in university career days, select the right individuals to represent your firm, and brief them fully on dealing with graduates

Management / Alumni

In all your interactions with students, heavily involve (1) senior managers of your company, and (2) your company staff who graduated from the same university you are recruiting from. Meeting these two groups makes a strong impression on the students.

Social Networks

Use social networking sites such as Facebook to engage and interact with your target student groups.

3 – Handling Applications Effectively

Process

Define a clear process internally, with timelines and accountabilities, for handling different stages of receiving and reviewing graduate applications.

Communication

Make sure your recruitment process and timelines are clearly communicated so graduates understand what to expect.

Applications

Make it simple for graduates to submit their details to you, while making sure you capture all the information you need from them.

Selection

Review applications efficiently and professionally. Regularly communicate with applicants and aim to make your hiring decisions within weeks rather than months.

Follow-up

Many top students receive multiple job offers before they graduate. Once you have made an offer, stay in touch with them to understand any questions or concerns they may have and to address them.

Appendix – Most Popular Employers by Segment

Employer Popularity Ranking – by Graduate’s Gender

Male

1. Saudi Aramco
2. SABIC
3. Schlumberger
4. GE
5. P&G
6. Saudi Arabian Airlines
7. Saudi Telecom
8. Mobily
9. Google
10. Chevron
11. Baker Hughes
12. McKinsey
13. Saudi Electricity Company
14. Halliburton
15. SABB
16. KPMG
17. Petro Rabigh
18. NCB
19. Satorp
20. Unilever

Female

1. Saudi Aramco
2. SABIC
3. King Faisal Specialist Hospital
4. National Guard Hospital
5. Ministry of Education
6. Samba
7. Saudi Arabian Airlines
8. King Abdulaziz University Hospital
9. Al Rajhi Bank
10. Royal Commission
11. NCB
12. Ministry of Interior
13. Mobily
14. Olayan
15. P&G
16. King Fahd Armed Forces Hospital
17. Emaar
18. King Fahd Hospital
19. Ministry of Foreign Affairs
20. Capital Market Authority

Employer Popularity Ranking – by Graduate’s Region of Origin

For graduates whose home region is:

Riyadh

Preferred Employers:

1. Saudi Aramco
2. SABIC
3. KPMG
4. P&G
5. PwC
6. Capital Market Authority
7. Mobily
8. McKinsey
9. HSBC
10. GE
11. Saudi Telecom
12. BAE Systems
13. SABB
14. Samba
15. CITC
16. Unilever
17. Al Rajhi Bank
18. Siemens
19. Deloitte
20. Maaden

Jeddah *

1. Saudi Aramco
2. SABIC
3. Saudi Arabian Airlines
4. P&G
5. King Faisal Specialist Hospital
6. NCB
7. National Guard Hospital
8. Petro Rabigh
9. King Abdulaziz Univ. Hospital
10. Unilever
11. Saudi Binladin Group
12. Mobily
13. Google
14. Schlumberger
15. GE
16. Samba
17. Saudi Telecom
18. Nestle
19. Savola
20. King Fahd Armed Forces Hospital

Eastern Province

1. Saudi Aramco
2. SABIC
3. Schlumberger
4. Chevron
5. Baker Hughes
6. Samba
7. GE
8. Ministry of Education
9. Royal Commission
10. Halliburton
11. Al Rajhi Bank
12. Satorp
13. Ministry of Interior
14. Maaden
15. McKinsey
16. Samsung
17. SABB
18. Saudi Arabian Airlines
19. Sasref
20. Olayan

* Includes Mecca and Medinah.

Source: GulfTalent Survey of Saudi Graduates

Employer Popularity Ranking – by Graduate’s University *

KFUPM

1. Saudi Aramco
2. SABIC
3. Schlumberger
4. General Electric (GE)
5. Procter & Gamble (P&G)
6. Baker Hughes
7. Google
8. Chevron
9. Halliburton
10. Satorp
11. SABB
12. Microsoft
13. McKinsey
14. Saudi Electricity Company (SEC)
15. Ernst & Young
16. Deloitte
17. NCB
18. PwC
19. Samsung
20. BAE Systems

KAU

1. Saudi Aramco
2. SABIC
3. Saudi Arabian Airlines
4. King Faisal Specialist Hospital
5. National Guard Hospital
6. Saudi Telecom (STC)
7. King Abdulaziz University Hospital
8. Mobily
9. Saudi Binladin Group
10. NCB
11. Procter & Gamble (P&G)
12. Petro Rabigh
13. Samba
14. Saudi Electricity Company (SEC)
15. Ministry of Education
16. Al Rajhi Bank
17. Ministry of Health
18. King Fahd Armed Forces Hospital
19. Savola
20. Unilever

* Shown for the two universities with the largest number of respondents in the survey

Source: GulfTalent Survey of Saudi Graduates

Employer Popularity Ranking – by Graduate’s Major (1 of 2)

Engineering & Science

1. Saudi Aramco
2. SABIC
3. Schlumberger
4. GE
5. Baker Hughes
6. Halliburton
7. P&G
8. Saudi Electricity Company
9. Satorp
10. Chevron
11. Petro Rabigh
12. Saudi Arabian Airlines
13. Sasref
14. Sipchem
15. Unilever
16. Saudi Binladin Group
17. Deloitte
18. NCB
19. Bechtel
20. Samsung

Finance & Accounting

1. Saudi Aramco
2. SABIC
3. KPMG
4. SABB
5. PwC
6. McKinsey
7. HSBC
8. Samba
9. Capital Market Authority
10. Al Rajhi Bank
11. GE
12. Ernst & Young
13. Deloitte
14. NCB
15. Morgan Stanley
16. Booz & Co.
17. Deutsche Bank
18. Samsung
19. Tadawul
20. P&G

Business & Management

1. Saudi Aramco
2. SABIC
3. P&G
4. Saudi Telecom
5. Saudi Arabian Airlines
6. Samba
7. NCB
8. Mobily
9. Unilever
10. Ministry of Education
11. Capital Market Authority
12. Google
13. Ministry of Interior
14. Nestle
15. Saudi Binladin Group
16. GE
17. Petro Rabigh
18. McKinsey
19. Siemens
20. Chevron

Employer Popularity Ranking – by Graduate’s Major (2 of 2)

IT & Computer Science

1. Saudi Aramco
2. SABIC
3. Microsoft
4. Google
5. Saudi Arabian Airlines
6. Mobily
7. Al Rajhi Bank
8. BAE Systems
9. Maaden
10. Royal Commission
11. Ernst & Young
12. Saudi Business Machines
13. Abdul Latif Jameel
14. Apple
15. Saudi Telecom
16. Siemens
17. Saudi Electricity Company
18. Petro Rabigh
19. P&G
20. Oracle

Medical & Life Sciences

1. National Guard Hospital
2. King Faisal Specialist Hospital
3. King Abdulaziz University Hospital
4. Saudi Aramco
5. King Fahd Armed Forces Hospital
6. King Fahd Hospital
7. Ministry of Health
8. International Medical Center
9. SABIC
10. Saudi Arabian Airlines
11. Ministry of Education
12. Armed Forces Hospital
13. P&G
14. King Fahd Center for Medical Research
15. King Fahd Medical City
16. Ministry of Interior
17. Pfizer
18. Maternity & Children’s Hospital
19. Saudi Food & Drug Authority
20. Disabled Children’s Association

Employer Popularity Ranking – by Sector (1 of 3)

Oil, Gas & Petrochemicals	Banking	Government	IT & Telecom
1. Saudi Aramco	1. Samba	1. Capital Market Authority	1. Mobily
2. SABIC	2. NCB	2. Ministry of Education	2. Saudi Telecom
3. Schlumberger	3. SABB	3. Royal Commission	3. Google
4. Chevron	4. Al Rajhi Bank	4. Ministry of Interior	4. Microsoft
5. Baker Hughes	5. HSBC	5. Ministry of Health	5. CITC
6. Petro Rabigh	6. Saudi Hollandi Bank	6. Ministry of Foreign Affairs	6. Apple
7. Halliburton	7. Alinma Bank	7. SIDF	7. Advanced Electronics Company
8. Satorp	8. Morgan Stanley	8. Tadawul	8. Zain
9. Sasref	9. Deutsche Bank	9. Saudi Food & Drug Authority	9. Sony
10. Sipchem	10. Riyad Bank	10. SAGIA	10. Saudi Business Machines (SBM)
11. ExxonMobil	11. Bank Albilad	11. Saudi Arabian Monetary Agency (SAMA)	11. Al-Elm Information Security
12. Shell	12. Banque Saudi Fransi	12. Jeddah Municipality	12. HP
13. Samref	13. Citibank	13. Saudi Geological Survey	
		14. Ministry of Civil Service	

Employer Popularity Ranking – by Sector (2 of 3)

Diversified Groups	Healthcare	Construction	Industrial Conglomerates
1. Olayan	1. National Guard Hospital	1. Saudi Binladin Group	1. GE
2. Abdul Latif Jameel	2. King Faisal Specialist Hospital	2. Emaar	2. Siemens
3. Saudi Oger	3. King Abdulaziz University Hospital	3. Bechtel	3. Samsung
4. Dallah Albaraka	4. King Fahd Armed Forces Hospital	4. ZFP	4. ABB
5. Kingdom Holding	5. King Fahd Hospital	5. Alfanar	5. Honeywell
	6. International Medical Center	6. Saudi Consult	
	7. Armed Forces Hospital	7. McDermott	
	8. King Abdullah Medical City	8. JGC Gulf International	

Employer Popularity Ranking – by Sector (3 of 3)

Audit	FMCG	Food	Insurance
<ol style="list-style-type: none"> 1. KPMG 2. PwC 3. Ernst & Young 4. Deloitte 	<ol style="list-style-type: none"> 1. P&G 2. Unilever 3. Nestle 	<ol style="list-style-type: none"> 1. Savola 2. Almarai 	<ol style="list-style-type: none"> 1. Bupa 2. Tawuniya
Aviation	Management Consulting	Mining	Utilities
<ol style="list-style-type: none"> 1. Saudi Arabian Airlines 2. BAE Systems 3. Emirates Airline 4. Alsalam Aircraft 	<ol style="list-style-type: none"> 1. McKinsey 2. Booz 	<ol style="list-style-type: none"> 1. Maaden 	<ol style="list-style-type: none"> 1. Saudi Electricity Company 2. Marafiq 3. National Water Company

Profile of Survey Respondents *

University	
• KAU	42%
• KFUPM	37%
• Jubail University College	11%
• Prince Sultan University	7%
• Al Faisal University	2%
• Effat University	1%

Nationality	
• Saudi national	100%

Region of Origin	
• Jeddah	43%
• Eastern Province	26%
• Riyadh	17%
• Other	14%

Major / Degree Subject	
• Engineering & Science	31%
• Business & Management	22%
• IT & Computer Science	14%
• Finance & Accounting	10%
• Medical & Life Science	7%
• Language & Literature	5%
• Other	11%

Degree Stage	
• Final-year student	65%
• Recent graduate	35%

Gender	
• Male	65%
• Female	35%

* Total of 2,440 respondents. Showing weighted breakdown. Survey period June/July 2011. Rankings are based on companies with the highest number of votes, out of a total of ~200 firms mentioned by respondents.

About GulfTalent

GulfTalent is the leading online recruitment portal in the Middle East, covering all sectors and job categories. It is used by over 2 million candidates across the region, including 60,000 Saudi professionals and managers, for finding top career opportunities. It is also the primary online recruitment channel for 500 companies in Saudi Arabia, providing them access to both local and expatriate talent within the Kingdom.

Further information is available at:

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