



Growth Solutions Company

Your Strategic Partner in Human Resources, Recruitment & Workforce Solutions

CORPORATE PROFILE



Executive Message

Executive Introduction

A Saudi Company Built for the Future of Work

Growth Solutions Company is a Saudi-based professional services firm specialising in human resources, recruitment, workforce management, and business support solutions. We partner with Organizations across the Kingdom to deliver structured, innovative, and results-driven HR strategies that align with Vision 2030 goals.

Our approach combines deep local market expertise with modern systems, strategic frameworks, and a broad network of trusted partners, enabling us to serve as a single, reliable destination for all workforce and HR needs.

About Us

About Growth Solutions Company

Our Foundation

Growth Solutions Company was established in **2023**, licensed by the Ministry of Commerce in the Kingdom of Saudi Arabia. From its inception, the company was built on a foundation of structured HR frameworks, advanced information systems, and a commitment to delivering measurable value to its clients.

Headquartered in **Riyadh**, with branches in **Jeddah** and **Khobar**, we are strategically positioned to serve clients across the full breadth of the Kingdom.

 **Headquarter**

Riyadh, Saudi Arabia

 **Established**

2023

 **Licensed By**

Ministry of Commerce, KSA

 **Branches**

Riyadh · Jeddah · Khobar

Vision, Mission & Values

Our Guiding Direction

Vision

To be the leading Saudi partner in human resources and workforce solutions, driving Organizational excellence and supporting the Kingdom's national development agenda through innovative, high-impact HR services.

Mission

To deliver integrated, technology-enabled HR and recruitment solutions that empower Organizations to attract, manage, and retain top talent, while ensuring operational efficiency, regulatory compliance, and sustainable growth.

Core Values

Professionalism · Trust · Innovation · Efficiency · Partnership · Service Excellence · Commitment to National Development



Why to choose us

Why Organizations Choose Growth Solutions

In a competitive market, Organizations need more than a service provider, they need a trusted strategic partner. Growth Solutions delivers on that promise through a combination of expertise, network strength, and a client-first philosophy.



Professional Team

Experienced HR and recruitment specialists with deep knowledge of the Saudi market.



Financial Trust

A financially responsible and transparent partner you can rely on for long-term engagements.



Wide Agency Network

Access to a broad network of external recruitment agencies and talent pools locally and internationally.



Visa Availability

Visa access across a wide variety of professions, simplifying the international hiring process.

Services

Our Services at a Glance

Growth Solutions offers a comprehensive portfolio of services designed to meet the full spectrum of HR and workforce needs in Saudi Arabia. Our integrated approach ensures consistency, quality, and efficiency across every engagement.



HR Solutions & Services

End-to-end human resources management and consulting support.



Economic & Digital Transformation

Enabling Organizations to evolve through technology and structured change.



Recruitment & Outsourcing

Permanent and outsourced hiring tailored to your workforce strategy.



Temporary Staffing

Flexible staffing solutions for project-based or seasonal workforce demands.



Saudi Recruitment Platform

A dedicated platform for talent sourcing, candidate matching, and hiring in Saudi Arabia.

Human Resources Solutions & Services



Our HR solutions are designed to help Organizations build, manage, and optimise their human capital. We provide structured, compliant, and strategically aligned HR services that reduce administrative burden and improve overall workforce performance.

→ Recruitment Services (RaaS)

Sourcing and placing qualified candidates across all professional levels, locally and internationally.

→ Outsourcing Solutions

Fully managed outsourcing arrangements that reduce overheads while maintaining quality output.

→ Recruitment Process Planning

Structuring end-to-end hiring workflows for speed, accuracy, and compliance.

→ Temporary Staffing

On-demand staffing for short-term, project-based, or seasonal requirements.

→ Workforce Management Support

Ongoing advisory and operational support to manage your workforce efficiently.

Recruitment as a Service (RaaS)

A structured recruitment solution built around client needs

Growth Solutions delivers an end-to-end hiring framework designed for organisations that demand precision, speed, and quality. From defining talent requirements to securing the right hire across executive, professional, and technical roles. RaaS puts a dedicated recruitment engine at your disposal, without the overhead of building one internally.

SAUDI ARABIA · REGIONAL · INTERNATIONAL



What We Solve

End-to-End Hiring, Built Around You

Growth Solutions' RaaS model provides organisations across Saudi Arabia with a fully managed recruitment solution covering every function, every level, and every sector that drives your business forward.



Executive & Leadership

C-suite, board-level, and senior management placements requiring discretion, headhunting expertise, and strategic alignment.



IT & Technical

Software engineers, infrastructure specialists, cybersecurity professionals, and sector-specific technical talent.



Finance, Risk & Compliance

Qualified professionals in accounting, financial control, internal audit, risk management, and regulatory compliance.



HR, Procurement & Operations

Operational backbone roles including HR business partners, procurement leads, supply chain, and site-level management.

Our Recruitment Methodology

From Requirement to Qualified Shortlist

A rigorous, six-stages ensures every candidate shortlist is structured, validated, for confident hiring decisions.

1

Role Brief & Calibration

We align with your team on scope, seniority, culture fit, compensation benchmarks, and hiring timelines before a single search begins.

2

Market Mapping & Talent Research

Our researchers map the available talent landscape, identifying target organisations, role incumbents, and passive candidates.

3

Saudi, Regional & International Sourcing

We activate local databases, regional networks, international channels, and the Saudi Recruitment Platform simultaneously.

4

Screening, Assessment & Validation

Candidates are evaluated against technical, behavioural, and cultural criteria through structured interviews and competency frameworks.

5

Curated Shortlist with Hiring Rationale

You receive a structured shortlist complete with candidate summaries, assessment notes, and a clear hiring rationale for each profile.

6

Offer Support, Onboarding & Follow-up

We manage offer negotiations, coordinate onboarding handover, and conduct post-placement follow-up to protect placement success.



Talent Access & Sourcing Power

Wider Talent Reach, Better Hiring Accuracy

Growth Solutions combines deep Saudi market intelligence with regional and international sourcing capabilities to reach the candidates your competitors cannot. We activate multiple channels simultaneously ensuring faster access to both active and passive talent across every seniority level.

Saudi Recruitment Platform

Proprietary local database with verified Saudi and resident professional profiles, filtered by function, sector, and availability.

Regional & International Networks

Active partnerships with recruitment agencies and talent networks across the GCC, MENA, and global markets for specialised roles.

Executive & Passive Talent Access

Direct headhunting approach for senior and niche roles where the best candidates are not actively searching.

Talent Pools We Cover

- Executive & C-suite leadership
- Finance, audit & compliance professionals
- IT, engineering & technical specialists
- HR, L&D & organisational development
- Procurement & supply chain
- Sector-specific manpower (energy, construction, healthcare)
- Remote & contract talent for project-based needs
- Saudi nationals for Vision 2030 Saudization targets
- Sales, business development & key account professionals
- Operations, logistics & facilities management talent
- Legal, governance & regulatory affairs specialists
- Project management & PMO professionals
- Marketing, communications & digital growth talent
- Data analytics, cybersecurity & ERP specialists
- Manufacturing, production & quality assurance teams
- Retail, hospitality & customer-facing workforce
- Shared services & back-office professionals
- Interim managers & temporary staffing resources
- Fresh graduates & early-career Saudi talent
- Niche and hard-to-fill professional roles

AI-Enabled Matching with Human Judgement

Technology Accelerates. Recruiters Validate.

Speed and quality do not have to be in tension. Growth Solutions applies AI-assisted matching to compress sourcing timelines, while experienced recruiters retain full control of every hiring decision.

1

Job Description Parsing

Role requirements, competencies, and seniority signals are automatically extracted and structured for matching.

2

Candidate Profile Matching

AI cross-references parsed role criteria against available candidate databases, ranking profiles by relevance and fit score.

3

Recruiter Validation

Senior recruiters review AI-ranked profiles, conduct screening interviews, assess cultural and salary alignment, and apply market judgement.

4

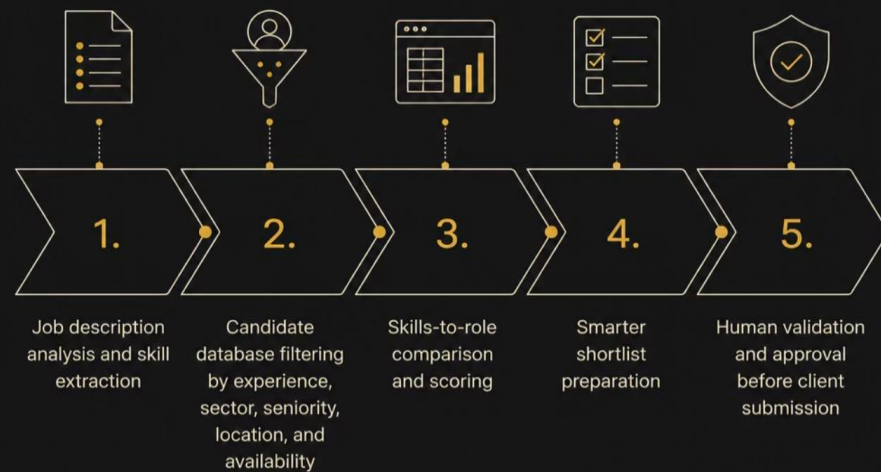
Qualified Shortlist Delivery

Only validated, human-approved candidates reach your desk ensuring quality is never sacrificed for speed.

i AI improves sourcing speed by up to 60%, but every candidate on your shortlist has been personally assessed and approved by a Growth Solutions recruitment specialist.

AI-Powered Search for Faster Talent Discovery

Growth Solutions uses AI as a technology-enabled support layer accelerating screening, improving skills-to-role matching, and preparing smarter shortlists, while every final decision remains with our recruitment and business teams.



Faster CV Screening

Processes large candidate volumes in a fraction of the time.

Precision Matching

Filters by sector, seniority, experience, and availability.

Human Validated

Every shortlist reviewed and approved by our team before submission.

Client Value & Replacement Assurance

What Clients Gain with RaaS



Faster Time-to-Shortlist

AI-assisted sourcing and pre-built talent pipelines significantly reduce the time from role brief to qualified candidate presentation.



Better Candidate Quality

Structured screening, competency validation, and human review ensure every shortlisted candidate meets your standard not just minimum criteria.



Reduced Recruitment Burden

Free your internal HR team to focus on strategic priorities while Growth Solutions manages the full recruitment lifecycle on your behalf.



Flexible Hiring Capacity

Scale recruitment support up or down without expanding your internal headcount, pay for what you need, when you need it.



Structured Hiring Decisions

Every shortlist includes candidate summaries, assessment notes, and hiring rationale, giving decision-makers the clarity to act with confidence.



Free Replacement Assurance

If a placed candidate does not successfully complete the agreed probation period, Growth Solutions will conduct a replacement search at no additional fee, subject to agreed terms.

Professional Workforce Solutions

Flexible workforce models built around your business needs

Outsourcing

Employment managed. Work directed by you.

Resourcing

Right talent, right time, right role.

On-Demand Secondment

Skilled professionals deployed on demand.

Offshore Support

Cost-efficient capacity, globally sourced.

Growth Solutions serves Saudi organisations across white-collar, finance, advisory, compliance, procurement, IT, HR, and operational functions delivering professional talent without the complexity of building entirely in-house.



We Manage the Employment Burden. You Direct the Work.

Growth Solutions hires, onboards, manages, and coordinates your workforce while you retain full operational direction. A clean, efficient outsourcing model that reduces your HR overhead without sacrificing control.



Payroll Coordination

Fully managed payroll processing and disbursement.

Onboarding & Documentation

Contracts, compliance records, and onboarding managed end-to-end.

Replacement Support

Prompt replacement coordination with no service interruption.

Performance Follow-Up

Ongoing resource monitoring and client communication.

Structured Delivery with Continuous Monitoring

A governance-led model that reduces your HR workload, supports Saudisation-related workforce planning, and ensures continuity from day one to long-term engagement.



Needs &
Roles

Targeted
Selection

Team
Integration

Week 1
Review

Month 1
Feedback

Growth Solutions manages all workforce coordination and employment complexity, so your teams remain focused on core operations and strategic priorities.

Global Talent Access from Riyadh to the World

Riyadh is our hub. The world is our sourcing network. Growth Solutions connects Saudi organisations to qualified international professionals through structured visa support, agency networks, and mobilisation channels across GCC, MENA, Asia, Africa, and Europe.



Visa Availability

Existing visa capacity for fast international mobilisation.

Multi-Country Sourcing

Established agency relationships across key talent markets.

Delivery Governance

Reporting, oversight, and performance accountability built in.

Pricing Models That Fit the Engagement

Growth Solutions offers full commercial flexibility, choose the structure that best supports your cost control, transparency, and workforce budgeting requirements.

1

Cost-Plus

Transparent manpower cost with an agreed management fix margin.

2

Lump-Sum

Monthly invoice per resource or per team covering all costs.

3

Hybrid model

A creative model designed and customized based on requirements.

4

Project-Based

Scoped pricing for defined deliverables and timelines.

5

Bulk Workforce

Volume-based arrangements for large-scale or ongoing deployments.

Digital Platform

Saudi Recruitment Platform

The Saudi Recruitment Platform is one of Growth Solutions' most distinctive strategic offerings, a dedicated digital solution purpose-built for the Kingdom's talent market. It bridges the gap between employers and qualified candidates through intelligent matching, streamlined processes, and a curated database of professionals.

Talent Access

Access a rich database of vetted Saudi and international candidates across diverse professions and specialisations.

Employer Support

Dedicated support for employers at every stage from job posting and candidate shortlisting to final onboarding.

Hiring Efficiency

Reduce time-to-hire and cost-per-hire through structured workflows, digital tools, and experienced recruiters.

Vision 2030 Aligned

Designed to support Saudisation and national employment objectives while meeting the demands of a modern workforce.

Economic Transformation

Economic & Digital Transformation Solutions

As Saudi Arabia accelerates its Vision 2030 economic diversification agenda, Organizations across every sector face the imperative of transformation. Growth Solutions provides structured support to help businesses navigate this transition enabling them to adapt, compete, and grow in a rapidly evolving landscape.

Our digital transformation solutions encompass process redesign, HR technology adoption, workforce reskilling, and Organizational change management, all tailored to the Saudi context and aligned with national development goals.

Process Redesign

Streamlining workflows for efficiency

HR Tech Adoption

Implementing fit-for-purpose systems

Workforce Reskilling

Building future-ready capabilities

Change Management

Guiding Organizations through transition



Quality & Cost

Achieving Quality and Cost Together

In today's competitive Saudi market, Organizations are under pressure to do more with less without compromising on the quality of their workforce or operations. Growth Solutions bridges that gap through innovative service delivery and disciplined process governance.

Innovative Solutions

We deploy modern approaches and digital tools that increase efficiency and reduce operational friction.

Process Governance

Structured frameworks and compliance-driven workflows ensure consistency and accountability at every stage.

Revenue & Cost Management

We help clients identify HR sector opportunities that generate revenue while managing and optimising overall costs.

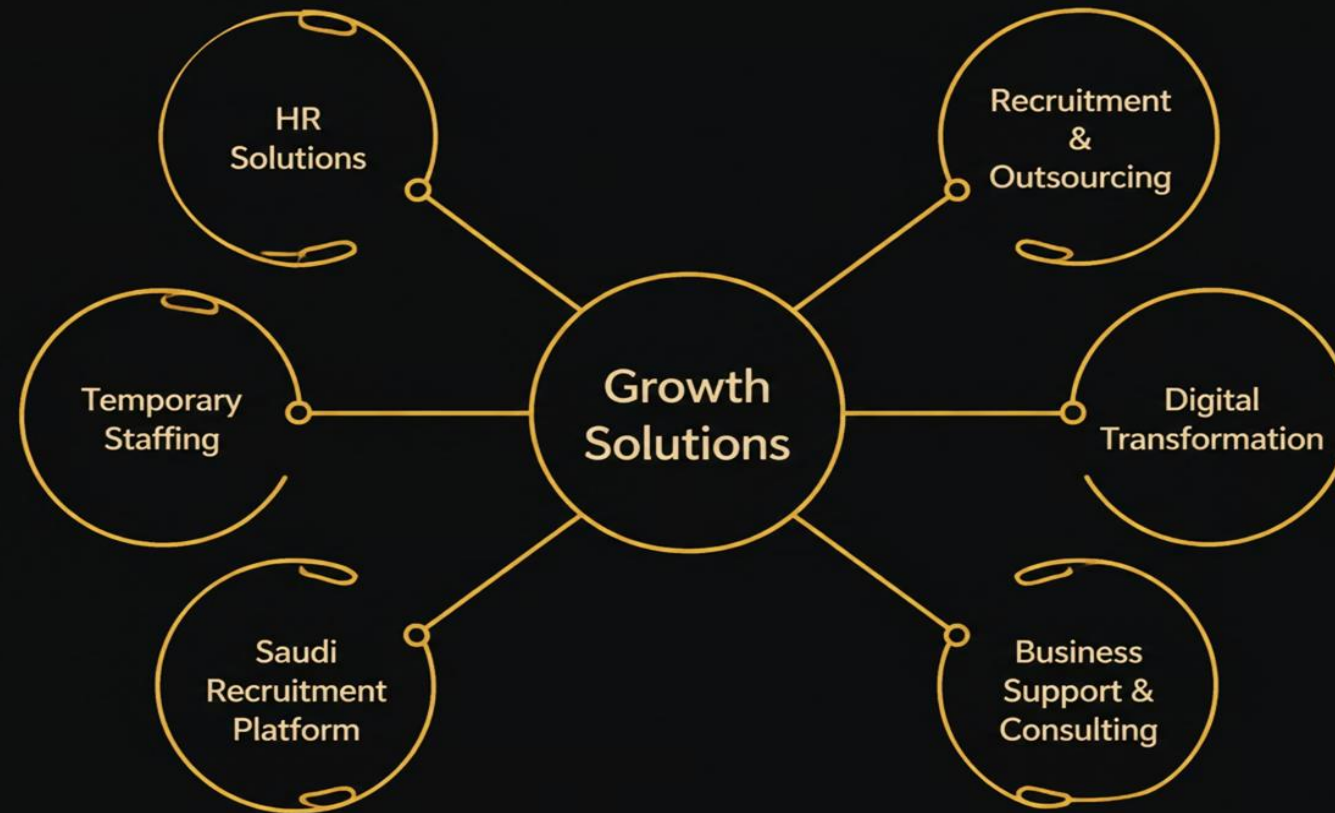
Market Responsiveness

Our agile model allows clients to respond quickly to market changes, workforce demands, and growth opportunities.



One Stop for All Your Needs

Growth Solutions is designed to eliminate the complexity of working with multiple vendors. From your first hire to complete workforce transformation, we are your single, trusted destination.



Target Sectors

Industries & Sectors We Serve

Growth Solutions supports Organizations across a wide range of industries in Saudi Arabia, providing tailored HR and workforce solutions that respect sector-specific regulatory requirements, cultural considerations, and operational dynamics.



Construction & Engineering

Skilled and semi-skilled workforce solutions for major infrastructure and development projects.



Retail & Consumer Services

Front-line and management staffing for the Kingdom's growing retail and service economy.



Government & Public Sector

HR consulting and workforce planning support for public entities aligned with national objectives.



Healthcare & Pharmaceuticals

Specialised recruitment for medical professionals, support staff, and healthcare administrators.



Technology & Digital

Tech talent acquisition and digital transformation workforce support for forward-looking Organizations.



Manufacturing & Industry

Operational workforce solutions for industrial, manufacturing, and logistics Organizations.



Our Clients

Trusted by Leading Organizations

Growth Solutions is proud to serve a growing portfolio of clients across Saudi Arabia, spanning private sector corporations, public entities, and regional conglomerates. Our client relationships are built on trust, delivery, and long-term partnership.

Our clients represent a diverse cross-section of the Saudi economy, from emerging enterprises to established national institutions. Each relationship reflects our commitment to delivering measurable HR and workforce outcomes.

Success Partners

Our Success Partners

Our network of strategic partners strengthens our ability to deliver comprehensive, high-quality solutions. These partnerships span recruitment agencies, technology providers, training institutions, and business consultancies, all aligned with our mission to serve clients at the highest standard.

Recruitment Agencies

Local and international agencies that extend our talent-sourcing reach across key professions and geographies.

Technology Partners

Digital and HR technology providers that power our platforms, workflows, and data-driven decision-making.

Group Companies

Our group companies strengthen our service ecosystem by extending our capabilities across operations, workforce support, and specialized business services.



**SYNERGY
SOLUTIONS**



**ZOOM
FOR OPERATION**



Our Presence

Branches Across the Kingdom

With a strategic footprint spanning Saudi Arabia's three major commercial centres, Growth Solutions is positioned to provide on-the-ground support and localised service delivery wherever our clients need us.



Branch - Jeddah

Our Jeddah branch supports the Western Region, serving clients in one of Saudi Arabia's most dynamic commercial and industrial hubs.



Head Office - Riyadh

Our headquarter in the capital city serves as the operational and strategic center of Growth Solutions, housing leadership, HR operations, and client services.



Branch - Khobar

Our Eastern Province branch caters to the region's significant industrial base, energy sector clients, and workforce demands.

Built on Values. Driven by Results.

We believe that the success of every Organization begins with its people. Growth Solutions exists to make that success achievable through expertise, innovation, and an unwavering commitment to our clients and to the Kingdom.

3

Offices Nationwide

Riyadh, Jeddah, and Khobar
Present where it matters most.

100%

Saudi Licensed

Fully licensed by the Ministry of Commerce,
Kingdom of Saudi Arabia.

5


Core Service Areas

HR, Recruitment, Outsourcing, Digital
Transformation, Saudi Recruitment Platform.

Let's Build Something Great Together

Growth Solutions Company is ready to be your trusted partner in achieving workforce excellence and Organizational success. Whether you are looking to scale your team, transform your HR function, or access the Kingdom's talent market with precision and confidence, we are here.

We invite you to connect with our team, explore a partnership, or schedule a consultation. Our doors are open across Riyadh, Jeddah, and Khobar, and our commitment to your success is unwavering.

 **Growth Solutions Company** - Your Strategic HR Partner in the Kingdom of Saudi Arabia



Contact us

Contact Information

Get In Touch

 Website

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 Email

info@growth-solutions.com



Head Office - Riyadh

Kingdom of Saudi Arabia,
Riyadh - Central Operations
& Leadership

Branch - Jeddah

Western Region Branch -
Serving clients across the
Jeddah region

Branch - Khobar

Eastern Province Branch - Serving the industrial and energy
corridor