

RPO Case Study #1

RAPID NATIONAL TALENT DEPLOYMENT FOR A RETAIL STARTUP

تاسك
TASC

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Client Overview

The client is a retail business in Saudi Arabia. Tasked with launching a national footprint of retail outlets, the company was under pressure to build a fully compliant, Saudi-national workforce under aggressive timelines. The client needed to meet both operational deadlines and regulatory requirements tied to Saudization.

The Talent Challenge

Despite its funding and vision, the client faced key barriers:

- Urgent requirement to **hire 200+ Saudi nationals in just 6 weeks**
- **No internal recruitment infrastructure** yet in place
- **Finding young bilingual Saudi professionals** who have a flair for luxury retail.
- The need to avoid any **Saudization violations while ramping up**

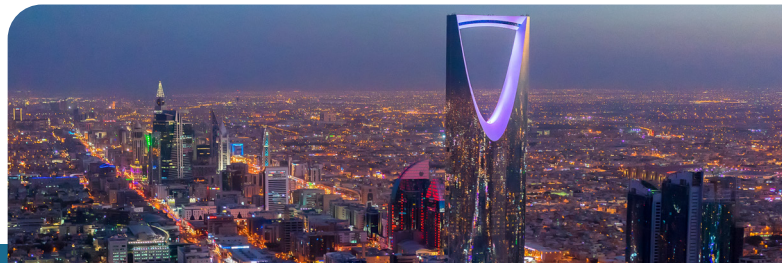
These challenges risked pushing back launch timelines and failing to meet regulatory audits.



TASC's RPO Engagement Strategy

TASC activated a Project RPO model tailored to the client's sector, geography, and compliance needs. Our role extended far beyond filling vacancies — we became the client's strategic hiring partner.

- Launched dedicated recruiter pods focused on northern, western, and southern KSA cities
- Collaborated with the client's leadership to finalize job descriptions, salary ranges, and role-specific hiring criteria
- Used bilingual recruiters with strong local market knowledge
- Created localized sourcing campaigns across LinkedIn, Bayt, Snap, and local university job boards
- Conducted job-readiness screenings including grooming, soft skills, and retail aptitude
- Delivered daily reports and recruitment progress updates
- Provided full documentation support including offer letters, onboarding packs, and government portal (Qiwa/Mudad) submissions



Built-In Compliance & Localization Support

- Ensured all hiring complied with **Nitaqat Saudization levels**
- Supported client's HR team in preparing for **Qiwa and MoL inspections**
- **Verified national ID, eligibility, and digital onboarding** through government platforms
- Provided training modules in Arabic to improve retail-readiness for fresh graduates

Business Impact

The results surpassed the client's expectations:

Total Hires
205 Saudi nationals onboarded

Time To Deliver
6 weeks (start to finish)

Cities Covered
12+ including Riyadh, Jeddah, Hail, Abha, Tabuk

Saudization Compliance
100% compliant (Qiwa, Mudad, Nitaqat)

Operational Launch Delays
0

Candidate Dropout/ Replacement Rate
<3%

Client Feedback

"We had only 6 weeks to build our Saudi team. TASC delivered every hire — all Saudis, all on time. Their ability to mobilize so quickly across cities was game-changing. TASC's real differentiator was how seamlessly they owned the process end to end."

Project Director, Retail Client

Key Success Drivers

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Verified national ID, eligibility, and digital onboarding through government platforms

Supported client's HR team in preparing for **Qiwa and MoL inspections**

Provided training modules in Arabic to improve retail-readiness for fresh graduates

Ensured all hiring complied with **Nitaqat Saudization levels**





About TASC RPO in Saudi Arabia

TASC is one of the region's most trusted RPO partners — with over 200+ RPO engagements delivered across the GCC. In Saudi Arabia, we specialize in supporting high-growth, high-compliance hiring for national vision programs, giga-projects, and private sector scale-ups.

We bring:

- **80+ recruiters** across GCC
- **Full-cycle hiring compliance** (Qiwa, Mudad, Nitaqat)
- **Arabic-English** bilingual sourcing
- **Modular RPO models** (Enterprise, Project, Surge, On-Demand)

Need Similar Results? Let's Talk.

Whether you're hiring 20 or 2,000, TASC's RPO teams can help you scale your workforce with confidence.

Book a consultation
with our KSA-based RPO advisors today at

info@tascoutsourcing.com