RPO Case Study #3

DEPLOYING 250+ ENGINEERS FOR A LEADING DEFENSE MANUFACTURER IN SAUDI ARABIA

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TASC

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Client Overview

The client is a defense manufacturer in Saudi Arabia. They needed to rapidly scale their workforce across engineering, technical and project delivery functions. The requirement demanded precision, speed, and full compliance across multiple jurisdictions.

The Talent Challenge

Despite brand strength and global backing, the client faced urgent barriers:

- Urgent requirement to **hire 250+ engineers, technicians, and project managers.**
- **Sourcing from 5 countries** with niche technical skill sets.
- **Complex cross-border coordination for job** marketing, logistics, and interviews.
- Full-cycle delivery including **onboarding, relocation, and compliance.**



TASC KSA Solution / Engagement Strategy

We activated a large-scale Overseas RPO model tailored to the defense sector's high-compliance needs. Our role extended far beyond filling vacancies — we became the client's strategic workforce deployment partner.

- Ran parallel sourcing campaigns in five global talent hubs targeting niche technical roles.
- Delivered structured interviews, coordinated offers, and provided full onboarding support.
- Mapped and screened candidates across technical, mechanical, and program delivery functions.
- Ensured compliance across all five countries and Saudi visa protocols.
- Managed all logistics — interview venues, candidate travel, job marketing, and documentation.
- Built real-time tracking dashboards for transparent stakeholder updates.



Business Impact

The results surpassed the client's expectations:

Total Hires
250+ technical professionals deployed

Time To Deliver
4–6 weeks (including notice periods)

Cities Covered
5

Saudization Compliance
100% adherence to Saudi labour and visa regulations

Operational Launch Delays
0

Candidate Dropout/ Replacement Rate
<3%



Client Feedback

Complete confidence in speed and quality.

Senior HR Leader, Defense Manufacturing Client

Key Success Drivers

Delivered **sourcing reach across five countries** and multiple niche job categories.

Owned full interview and documentation logistics on-site and remotely.

Managed the entire hiring lifecycle from **job ads to day-one readiness.**

Leveraged deep defense-sector hiring experience in **high-compliance environments.**

Maintained speed and quality without compromising process precision





About TASC KSA

TASC KSA is one of the region's most trusted RPO partners, specializing in high-compliance technical hiring for defense, aviation, and engineering sectors in Saudi Arabia.

We bring:

- **80+ recruiters** across GCC and international markets.
- **Modular RPO models:** Project, Surge, Enterprise, and Overseas.
- **Deep expertise in high-security,** regulated industries.
- **Compliance-first hiring across** Qiwa, Mudad, MoL, and visa regimes

Need Similar Results? Let's Talk.

If your projects demand large-scale, compliant technical workforce mobilization, TASC's KSA-based RPO teams can deliver at speed and scale.

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