



صفوة الخليج للموارد البشرية

SAFWAT AL KHALEEJ HUMAN RESOURCES

Who We Are?

Founded in 2021, SafwaHR is a Saudi company specializing in Human Resources Services, dedicated to helping clients maximize the potential of their workforce to achieve strategic success. We believe that people are the foundation of organizational excellence. By partnering with our clients, we assist them in building organizations that reflect their unique vision and objectives. Our comprehensive services include Recruitment Process Outsourcing (RPO), Staff Outsourcing, Temporary Staffing, Visa Processing, Executive Search, and Saudi Employment, all tailored to meet their specific workforce needs.

Our Vision

To be the trusted and leading partner in recruitment and outsourcing solutions across Saudi Arabia — powered by exceptional talent, advanced technology, and 24/7 operational excellence, upholding integrity and professional standards while aligning with Saudi Vision 2030 to empower national talent and advance a knowledge-based economy.

Our Mission

We empower our clients to achieve their goals efficiently through innovative, technology-driven HR solutions — delivered by a professional team and agile 24/7 operations, ensuring reliable and effective services that support our partners' success and contribute to Saudi Vision 2030 by developing the labor market and empowering national talent.

Our Values

Integrity

We uphold the highest standards of ethics and professionalism in every interaction with clients, candidates, and partners.

Integrity in Action

Transparent Communication:

Keeping clients and candidates informed at every stage of the recruitment process.

Full Regulatory Compliance:

Adhering strictly to all Saudi labor (Qiwa, Muqeem, GOSI) and immigration regulations for visa processing and outsourcing.

Ethical Hiring:

Ensuring fairness, objectivity, and strict confidentiality in all candidate evaluations.

Honest Business Practices:

Providing clear pricing, contracts, and service terms with no hidden fees.

Excellence

We strive for operational excellence by delivering top-quality recruitment and outsourcing solutions, ensuring the best outcomes for our clients.

Excellence in Delivery

Certified Quality:

Our ISO 9001 (Quality), 14001 (Environmental), and 45001 (Safety) certifications demonstrate our commitment to the highest quality standards.

Measurable Results:

Driving continuous improvement through KPIs like reduced time-to-fill and improved client retention rates.

Innovative Technology:

Leveraging AI-driven recruitment and advanced HRMS systems for superior accuracy, efficiency, and speed.

Expert Teams:

Empowering our HR & GR teams through advanced training to deliver premium service.

Collaboration

We foster partnerships & collaborations, both locally and globally, to ensure a steady supply of skilled professionals to meet diverse workforce requirements.

Collaboration for Growth

Global Talent Network:

Partnerships with over 100 overseas agencies to provide access to a diverse pool of international talent.

Seamless Government Coordination:

Close collaboration with entities like Qiwa and Muqeem for smooth visa processing and compliance.

Tailored Client Solutions:

Working strategically with clients to design custom staffing and Saudization plans that meet their unique needs.

National Empowerment:

Participation in Saudi Vision 2030 initiatives to support the development and empowerment of the national workforce.



Our Journey

2021

2022

2023

2024

2025

Founded as Safwat Al Khaleej for Human Resources, inspired by the Saudi Vision 2030 to empower national human capital.

Certified in ISO 9001, 14001, 45001 proving our commitment to operational excellence

Expanded operations and opened our second branch in Riyadh to support the rapid growth of our client base in Central Region.

Acquired a License from HRSD for Mediation in Recruitment, and Outsourcing of Saudi Nationals enhancing our capabilities to deliver comprehensive manpower solutions.

Rebranded to SafwaHR, integrating advanced technology and AI-driven recruitment solutions to strengthen efficiency and prepare for our strategic expansion plans in 2026.

Why SafwaHR ?

+75 

Clients Served

+1,000 

Visa Bank

+3,000 

Workforce

+150M SAR 

In Ongoing Projects

+300% 

YoY Growth

+100 

Overseas Partners

+10 

Industries

Global Outreach

Strategic partnerships with international agencies give us immediate access to a worldwide pool of skilled candidates.

Streamlined Recruitment

We manage sourcing, assessment, and onboarding to deliver the right hire quickly and reliably.

Extensive Talent Pool

Ready and engaged pipeline of pre-qualified candidates ready for fast placement.

Expert & Supportive Team

Seasoned HR professionals who respond rapidly and deliver tailored recruitment solutions.

Tailored Solutions

Flexible hiring options designed to fit single roles or large, bulk hiring, and from project-based and seasonal to permanent roles.

Extensive Visa Bank

Readily assignable male and female visas across nationalities and professions, available on client request.

Legal Compliance

End-to-end handling of labor, immigration, and visa requirements to ensure full compliance.

HR Technology & AI Analytics

Data-driven tools (HRMS, ATS, AI) for better sourcing, tracking, and workforce planning.

Rapid Mobilization

Fast deployment of personnel to minimize downtime and keep your projects on schedule.

Broad Industry Expertise

Proven placements across major sectors in Saudi Arabia and the region.

Our Network of Global Partners

We maintain partnerships with trusted external agencies across multiple countries, giving us access to a diverse and extensive international talent pool. This network allows us to source qualified candidates efficiently and match the right talent to each client's specific needs.

Advantages through the recruitment process:

- Wide access to skilled and diverse talent
- Faster and more efficient hiring
- Pre-screened, high-quality candidates
- Flexible recruitment scalable to project needs

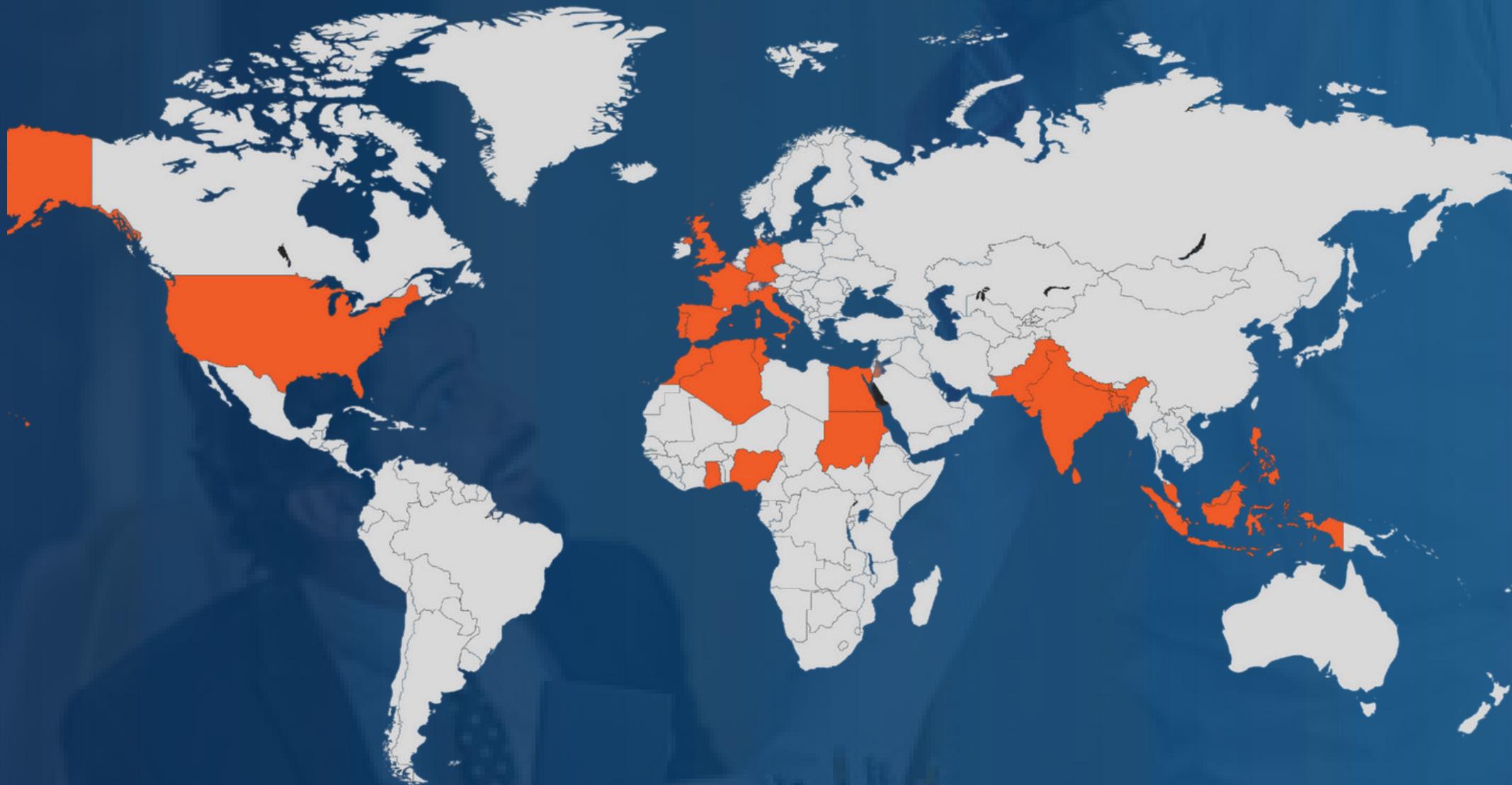
Coverage:

Asia: India, Pakistan, Bangladesh, Philippines, Indonesia, and Sri Lanka

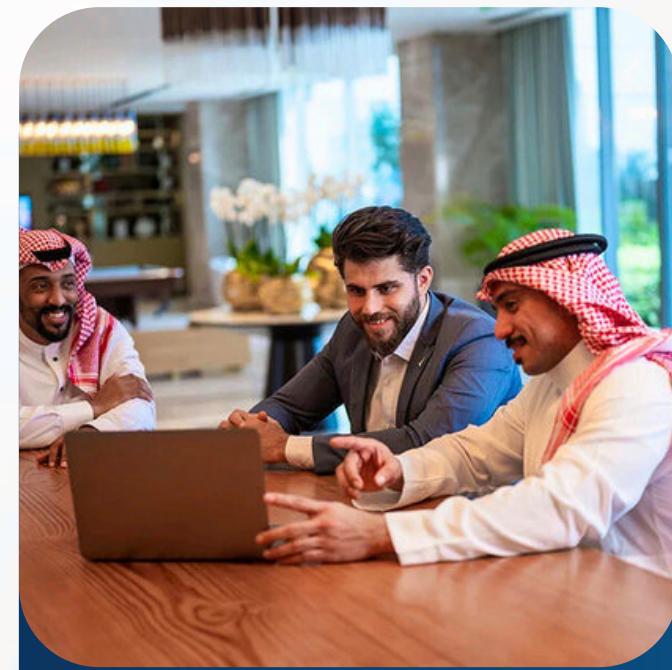
Middle East: Egypt, Jordan, Lebanon, Tunisia, Morocco and Algeria

Africa: Sudan, Uganda, Kenya, Nigeria, Ghana, Cameroon

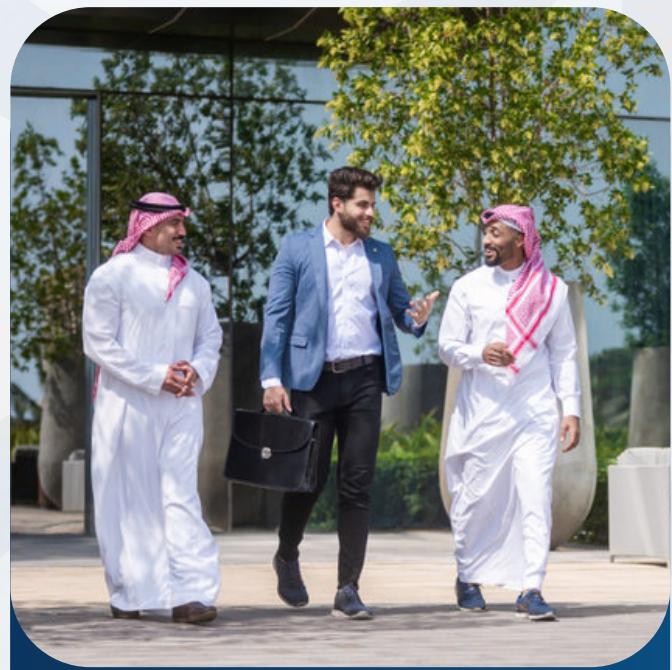
USA, UK and Europe



Our Services



Recruitment Services



Outsourcing Services



Visa Processing



Saudi Esnad



HR & GR Management



Headhunting Services



Consulting Services

Recruitment Services

Our expert recruiters source, assess, and verify candidates through a comprehensive selection and reference-check process to secure the best talent for each position.

-  Client Needs Assessment
-  Candidate Sourcing
-  Skill Matching
-  Pre-Screening and Shortlisting
-  Interview Facilitation
-  Offer Negotiation & Management
-  Seamless Onboarding



Outsourcing Services

Our Staff Outsourcing service enables your businesses to optimize operations, reduce administrative burdens, and focus on key growth objectives by leveraging our expertise and resources. our service include:

Service Offering:

- ❖ Onboarding
- ❖ Compensations and Benefits
- ❖ GOSI Management
- ❖ Government Relations
- ❖ Medical Insurance
- ❖ Payroll Management
- ❖ Offboarding



Advantages of Staff Outsourcing:



Direct Client Partnership:

We work directly with our clients with no intermediaries or third parties involved, ensuring transparent communication and full alignment with your goals.



Focus on Core Business:

Frees up time and resources for strategic growth and revenue generating activities.



Operational Scalability:

Easily scale your workforce based on demand.



Cost Efficiency:

Cuts costs associated with hiring and maintaining staff.



Workforce Flexibility:

Adjust staffing levels as needed to stay agile.



Expanded Talent Access:

Access to skilled professionals from various regions.

Visa Processing

We provide end-to-end visa processing services, handling all application steps to ensure efficiency and compliance. Our experienced team specializes in international visa facilitation, working closely with consulates worldwide and possessing strong expertise in the immigration laws and regulations of key labor-sourcing countries.



Visa Types



Permanent
Work Visa



Temporary
Work Visa



Business
Visit Visa



Family
Visit Visa

Service Offerings



Initial Consultation & Documentation Gathering



Eligibility Verification



Application Support & Document Preparation



Application Submission & Fee Payment



Visa Processing



Visa Application Status Update



Visa Collection

Saudi Esnad

Compliance with Saudization regulation is a key consideration for private sector companies in the Kingdom of Saudi Arabia. We actively participate in Saudization efforts, contributing to the development and empowerment of the local workforce.



Service Offerings:

- ✓ Sourcing, Shortlisting and Selection
- ✓ Compensation & Benefits
- ✓ GOSI Management
- ✓ Medical Insurance Management
- ✓ Training & Development
- ✓ Financing Facilitation
- ✓ Workforce continuity & Replacements

HR Management

A complete HR outsourcing solution designed to enhance workforce management, ensure compliance, and optimize HR operations, allowing businesses to focus on their core objectives while we handle the people side efficiently.

Recruitment: Hiring support, Saudization compliance, and local talent attraction.

Compensation and benefits: Manage Payroll, WPS compliance, and benefits structure and EOS

Employee Affairs: Oversee records, attendance, leaves, and renewals.

Training: Develop skill programs and leverage HRDF resources.

Compliance: Ensure legal compliance and reporting.

Operations: Streamline HR workflows and reduce admin load.

Training and Development: Performance analysis and KPIs

GR Management

End-to-end GR Management focused on maintaining compliance, streamlining interactions with government entities, and ensuring timely execution of labor, visa, and regulatory processes to support smooth business operations.

Qiwa: Manage work permits, e-contracts, and compliance.

Muqeem: Employee Iqama issuance and renewal, medical check-up for new Iqama, exit & re-entry visas, profession changes and sponsorship transfers.

Mudad: Oversee payroll uploads and WPS compliance.

Ajeer: Handle temporary work permits and workforce flexibility.

GOSI: Manage employee registration, updates, and dues.

Nitaqat: Track Saudization rates and address related challenges.

Compliance: Ensure adherence to labor laws and manage inspections.

Headhunting Services

Attracting the best talent can be time consuming, costly, and complex. However, we simplify and accelerate the search process while mitigating risks through our comprehensive and structured approach.

Our executive search services ensure that you connect with top-tier leaders who align with your company's goals, culture, and vision, delivering long-term success for your organization.



Our Process

Confidential process: Secure and discreet management of executive searches

Role alignment: Define responsibilities, qualifications, and competencies with leadership input.

Candidate vetting: Conduct thorough screening, interviews, and background checks for fit and quality referrals to reach top active and passive talent.

Offer management: Support in offer negotiation, onboarding, and candidate communication.

Strategic advantage: Accelerate access to high-caliber talent while ensuring alignment and minimizing hiring risks.

Consultation Services

We offer expert consultation services to support our clients in strategic workforce planning and regulatory compliance. Our team provides tailored guidance on optimizing staffing structures, forecasting talent needs, and aligning workforce strategies with Saudi labor laws and Saudization requirements. Through our deep understanding of local regulations and industry best practices, we help organizations build efficient, compliant, and future-ready teams.



-  **Strategic Workforce Planning**
-  **Saudization & Labor Law Compliance**
-  **Regulatory Guidance & Updates**
-  **Policy & Process Development**
-  **Talent Supply & Gap Analysis**
-  **Performance Analysis & KPIs**
-  **Change Management Support**
-  **Training & Knowledge Transfer**

Consultation for RHQ Program

SafwaHR specializes in HR and GR consultation for companies establishing Regional Headquarters (RHQ) in Saudi Arabia, offering expert support in strategy, compliance, and workforce management to ensure smooth and compliant operations.



Strategy Design

Tailored HR strategies and organizational structures for RHQ establishment.



Workforce Planning

Recruitment, localization, and manpower planning support.



Compliance

Full adherence to Saudi labor laws and RHQ regulations.



Compensation & Benefits

Competitive and compliant pay and reward frameworks.



Expatriate Services

Visa, relocation, and mobility management for international staff.



Onboarding & Training

Cultural integration and employee development programs.



Change Management

Organizational transformation and performance improvement.



GR Management

End-to-end handling of all government processes and documentation.

Measurable Outcomes of Our Services

Our recruitment services deliver measurable value by optimizing key hiring metrics, improving HR performance, and enhancing operational efficiency. This ensures faster, cost-effective hiring while maintaining high-quality talent and contributing to overall organizational excellence.



Minimizing Time to Fill

Quickly finding the right candidates to reduce recruitment delays.



Optimizing Cost per Hire

Lowering hiring costs with efficient processes and better resource allocation.



Elevating Quality of Hires

Securing top talent that aligns with your business needs and culture.



Decreasing Cost of Vacancy

Reducing the financial impact of unfilled roles on your business.



Increasing Offer Acceptance Rate

Hiring candidates who are more likely to stay long-term, reducing turnover.



Boosting Retention Rate

Hiring candidates who are more likely to stay long-term, reducing turnover.

Industries we Serve

At SafwaHR, we are committed to offering comprehensive recruitment solutions tailored to meet the unique needs of diverse industries. With a proven track record of connecting top talent with leading organizations, we are committed to delivering excellence across the following sectors:



Oil and Gas



Petrochemical



Healthcare



Construction



Manufacturing



Hospitality



**Logistics and
Transportation**



**Facility
Management**



Food & Beverage



Telecommunication



Support Services



Retail & FMCG

Client Portfolio



جراند حياة الخبر



AL KHOBAR



VANDERLANDE



شركة تجهيز حقول النفط السعودية
Oilfields Supply Company Saudi



HCL



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Digital Print Solutions

AHD ALTASIS
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المسبوقة الصنع المحدودة



mrc. Medical Response Company
Your Health is our Responsibility.



شركة الوصل الغذائية
Alwasl Food Company

THERMOCUP
COFFEE & MORE



**MA
LA
MA**

Approved Vendor by



Accreditations

We take pride in maintaining the highest standards of quality, compliance, and operational excellence. Our accreditations reflect our commitment to integrity, safety, and continuous improvement across all aspects of our business.

Recruitment Company License (MHRSD):

Authorized for mediation in recruitment and outsourcing of Saudi nationals.

ISO 9001:2015:

Quality Management System for consistent service excellence.

ISO 14001:2015:

Environmental Management System promoting sustainable practices.

ISO 45001:2018:

Occupational Health and Safety Management System ensuring safe work environments.

Cybersecurity Compliance Certificate (CCC):

Ensuring secure and compliant digital operations.

Recruitment Company Certified by HRSD

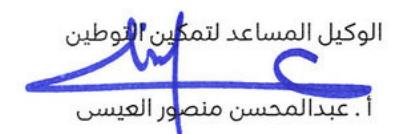


ترخيص شركة توظيف
Recruitment Company License

:License No 519 رقم الترخيص:

License : Safwat Al Khaleej for Human Resources Co.
To exercise mediation in: national recruitment and providing
temporary national labor services
Cite: Dammam Prince Muhammad bin Fahad Road address
Shati Al-Sharqi District,
Commercial Record: 2050173584 telephone : 0138233389
Expirathion date 23/12/2029

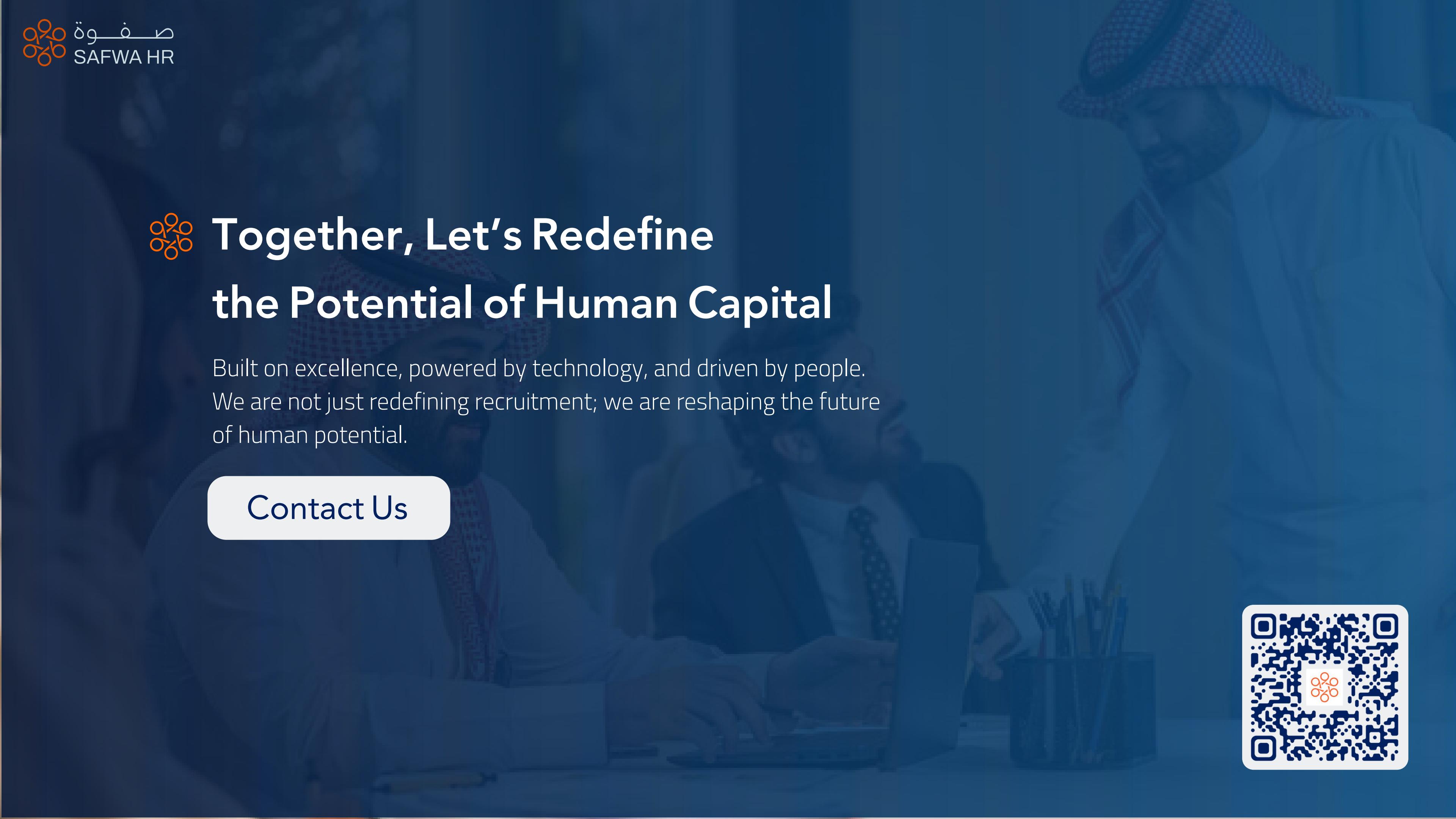
يرخص لشركة صفوة الخليج للموارد البشرية :
في توظيف السعوديين وتقديم الخدمات العمالية الوطنية المؤقتة
المدينة : الدمام هي : الشاطئ الشرقي 8 طريق الامير محمد بن
فهد
رقم السجل التجاري : 2050173584 الهاتف : 0138233389
ينتهي الترخيص في : 1451/8/17هـ



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P.O.Box 21110 Riyadh 11475 Kingdom of Saudi Arabir

Accreditations





Together, Let's Redefine the Potential of Human Capital

Built on excellence, powered by technology, and driven by people. We are not just redefining recruitment; we are reshaping the future of human potential.

Contact Us

