



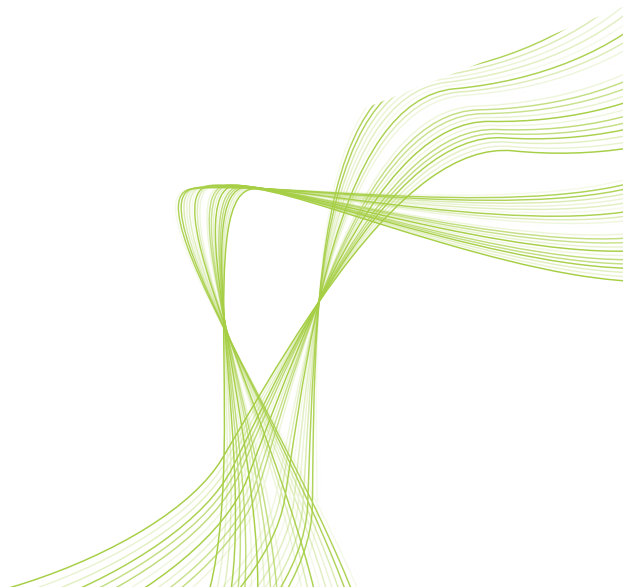
Company Profile

talentarabia.com

STAFFING | CONSULTING | OUTSOURCING

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Our Story

From Vision to Impact

**EVERY TRANSFORMATIVE BUSINESS BEGINS WITH THE RIGHT PERSON.
AT TALENT ARABIA, WE MAKE THOSE CONNECTIONS EVERY SINGLE DAY.**

Our story began in Muscat with a single belief: that human capital is not just a business function it is the beating heart of progress. That belief became a promise, and that promise became Talent Arabia: a firm built to elevate the workforce across the GCC and beyond.

From powering frontline teams to building future-ready leaders, we have redefined what recruitment means in the modern world. We're not just recruiters we're your talent intelligence partner. We don't just fill roles we help you future-proof your workforce.

With over two decades of combined experience, thousands of success stories, and an unwavering dedication to excellence, Talent Arabia exists to unlock the human potential that drives sustainable growth. Because in a world of automation, the real differentiator is still people.

ESTABLISHED IN 2018

About Talent Arabia

We Make It Happen

Talent Arabia is a premier human capital consulting and staffing partner serving clients across Oman, UAE, Saudi Arabia, Qatar, and India. We specialize in full-lifecycle workforce solutions from executive search and project-based staffing to assessments, payroll outsourcing, and nationalization strategy.

We are trusted by government institutions, multinational enterprises, and local market leaders to deliver results not just resumes. Our approach combines localized expertise, advanced AI tools, and a human-centered lens to help clients build high-performing, culturally aligned, and future-ready teams.

Our success is not just measured by placements but by the impact our people create. Whether it's supporting national workforce development or accelerating tech adoption through digital talent, Talent Arabia leads with purpose.

COUNTRIES WE SERVE

OMAN

UAE

SAUDI ARABIA

QATAR

INDIA

BAHRAIN

EGYPT

ENTIRE MENA REGION

Our Principles

At Talent Arabia, our principles aren't just values they're our foundation. They guide every decision, every partnership, and every promise we make to clients, candidates, and our own people.

Vision



To shape a thriving workforce across the GCC where talent meets opportunity, businesses grow, and individuals realize their full potential.

Mission



To redefine the future of work by delivering exceptional talent and workforce solutions that create long-term success for clients and candidates alike.

CORE VALUES

Integrity

We build partnerships grounded in trust and transparency.

Excellence

We exceed expectations through precision and dedication.

Innovation

We embrace change and drive smarter hiring.

Collaboration

We grow together with our clients, candidates, and teams.

Commitment

We deliver, no matter the challenge.

Why Talent Arabia

OUR CLIENTS COME FOR TALENT BUT STAY FOR TRUST.

25+ YEARS

GCC staffing and HR experience

20,000+

Pre-vetted candidates

5,000+

Successful placements

Our processes follow ISO 9001:2015-aligned quality management standards, ensuring consistency, compliance, and continuous improvement.

TRUSTED BY 50+ CLIENTS

GCC LOCALIZATION EXPERTS



Our Clients

Trusted by leading employers across banking, government, healthcare, and industry. Our clients are proof of our performance.



INDUSTRIES WE SERVE

Information Technology & Digital Transformation

Healthcare & Life Sciences

Banking, Insurance & Financial Services

Construction, Marine & Shipping

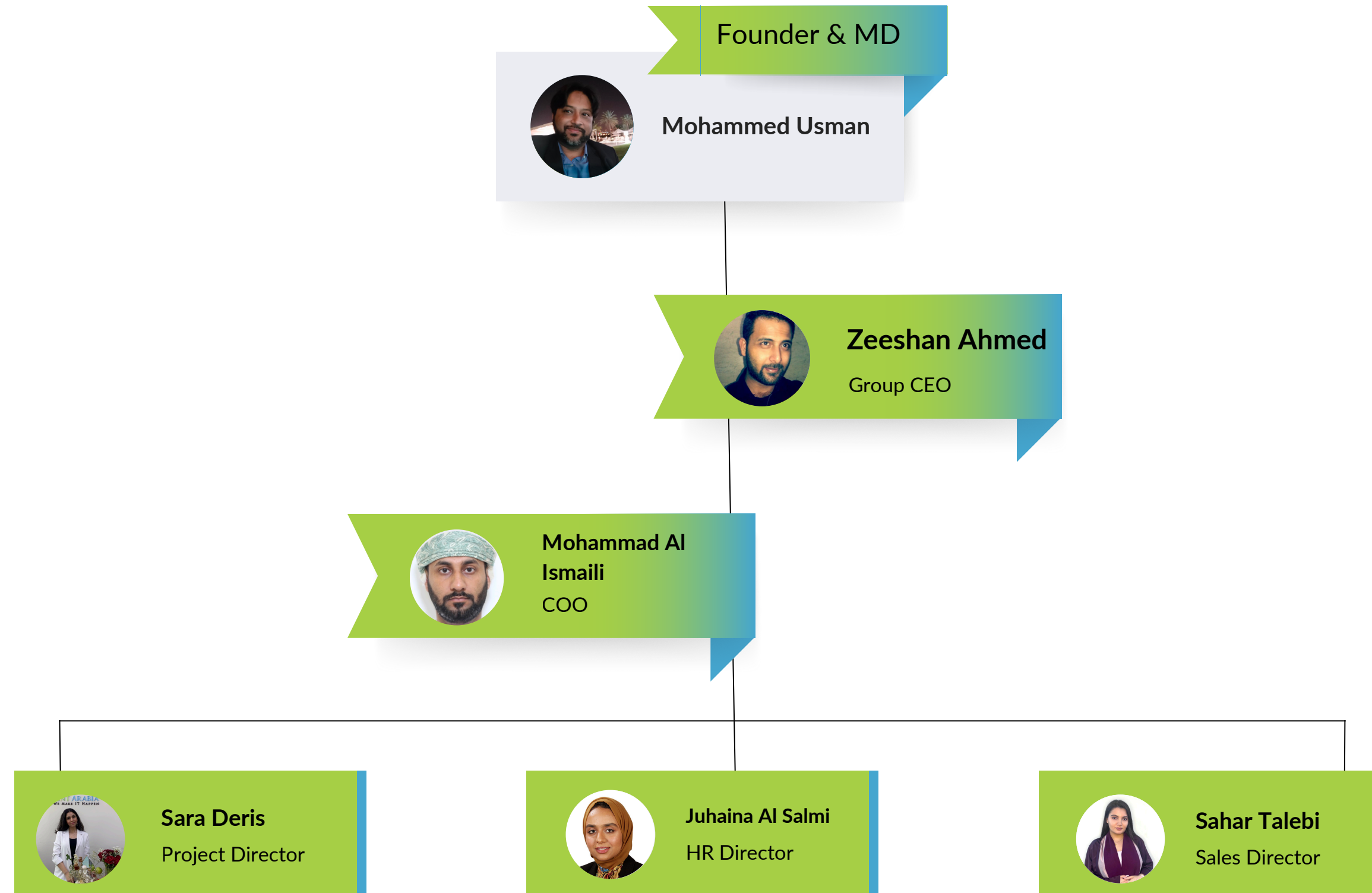
Energy, Oil & Gas

Government & Public Sector

Retail, FMCG & Distribution

Logistics, Aviation & Manufacturing

Management Structure





Certifications & Recognition

We don't just claim excellence we prove it. Talent Arabia is ISO 9001:2015 certified for Quality Management Systems and proud recipient of the Oman Best Employer Brand Award. These recognitions reflect our unwavering commitment to trust, performance, and people-first delivery.



Service Ecosystem Overview

Staffing & Recruitment

- Agile hiring across domains and volumes
- Pre-vetted talent, fast deployment

Executive Search & Board Services

- Discreet CXO & board hiring
- Market mapping for strategic leadership

Outsourcing & Payroll

- End-to-end HR, visa, and payroll solutions
- GCC-compliant and cost-efficient

Assessments

- Role-fit and leadership profiling
- Psychometric, cognitive, and behavioral testing

Strategic HR Consulting

- People strategy for scale and change
- Rewards, structure, and transformation support

Localization & Nationalization

- Omanization, Saudization, Emiratization
- Talent sourcing & retention planning

Employee of Record Services

- Legal hiring without local entity
- Full compliance, faster market entry

Workforce Analytics

- Data-led workforce planning
- Predictive talent insights & dashboards

Staffing & Recruitment

Precision talent. Scaled with speed. Built to last.

In today's fast-moving business environment, having the right people in the right roles isn't optional it's critical. At Talent Arabia, our staffing solutions are designed to match your business momentum.

Whether you're scaling fast, transforming operations, or building from scratch, we bring deep market reach, proven selection science, and unmatched agility.

Why Clients Choose Talent Arabia

- Unmatched GCC hiring experience
- Access to 20,000+ pre-vetted candidates
- 5,000+ successful placements
- SLA-based delivery with replacement guarantees
- AI-powered shortlisting + human-led precision

WHAT WE OFFER

Permanent Hiring

Long-term professionals carefully matched to your culture, capability needs, and growth strategy.

Project-Based Contract Staffing

Flexible, fully compliant manpower solutions for time-bound and skill-specific needs.

Agile & On-Demand Talent Pools

Pre-vetted specialists who can be deployed quickly ideal for rapid mobilization and digital programs.

Volume Hiring Campaigns

Scalable recruitment drives managed end-to-end from sourcing to onboarding.

Our Staffing & Recruitment Methodology

At Talent Arabia, precision meets purpose. We don't rely on luck we rely on a robust, multi-stage vetting process designed to ensure that only the most aligned, capable, and trustworthy professionals reach your team. Our method is rooted in both science and strategy, balancing data-driven insights with human expertise to make hiring truly intelligent.

1 AI-Enhanced Resume Screening

Smart parsing filters top candidates from thousands based on domain relevance, role history, and qualification depth.

4 Competency Mapping to Role

Candidates are benchmarked against tailored role matrices ensuring precision match, not guesswork.

2 Technical & Aptitude Assessments

Every profile is tested for core skills and cognitive fit ensuring ability, not just claims.

5 Client-Facing Candidate Dossier

You receive a full dossier per candidate with CV, evaluations, insights, and reference checks.

3 Behavioral Interviewing

Structured interviews uncover mindset, agility, and team alignment beyond surface-level traits.

6 Mobilization & Retention Support

From legal clearance to onboarding we manage it all, ensuring smooth, compliant hiring.

Executive Search & Board Services

Strategic leaders. Confidentially sourced. Impactfully placed

Executive hiring isn't just about resumes—it's about legacy. At Talent Arabia, we help you secure transformative leaders who elevate organizations, reshape culture, and drive business strategy. Whether you're hiring a CEO, board member, or VP, our search methodology is discreet, data-backed, and delivered with uncompromising quality.

Why Boards Choose Talent Arabia

- Industry-vetted search consultants
- Zero-leak confidentiality assurance
- Insight-driven recommendations
- Deep C-level and boardroom access across GCC
- Unbiased and diverse shortlists

WHAT WE OFFER

CXO & VP Recruitment

End-to-end executive hiring for roles that drive transformation and scale.

Confidential Retained Search

Discreet, high-impact searches handled under NDA with targeted outreach.

Board & Advisory Hiring

Appointment of board members and advisors to reinforce governance and innovation.

Market Mapping

Data-rich insights on leadership talent landscape, compensation benchmarks, and succession risk.

Executive Search Methodology



Outsourced Staffing

Seamless workforce extension. Fully compliant, zero overhead.

When speed, scale, and simplicity matter our outsourced staffing model delivers. Talent Arabia hires and manages employees on your behalf while they work under your direction at your worksite.

From a single technician to 300+ resources across locations, we take full responsibility for legal employment, visa processing, payroll, insurance, and compliance so you stay lean and focused on operations.

Why Top Clients Choose Our Staffing Model

- 100% compliant with GCC labor laws, visa rules & wage protection systems
- Transparent pricing, predictable cost per hire
- On-site support and local operational presence
- Already trusted by banks, telcos, energy majors & ministries
- Proven track record: 300+ outsourced staff across Oman, UAE & Qatar

WHAT WE OFFER

Staff on Our Payroll, Work at Your Site

Candidates are legally employed by Talent Arabia and deployed full-time to client sites across GCC.

Visa, Mobilization & Documentation

We manage labor clearances, visas, medicals, insurance, onboarding kits, and renewal cycles.

End-to-End Payroll & Gratuity Handling

WPS-compliant salary disbursement, bonuses, and end-of-service settlements—done monthly.

SLA-Driven Replacements

We offer guaranteed turnaround times for replacements and maintain a backup talent pool for continuity.

Outsourced Staffing Methodology

Talent Arabia's outsourced staffing engine is designed for scale, control, and zero-compliance-risk delivery. We act as the legal employer while you manage day-to-day supervision.

Role Scoping & Demand Planning

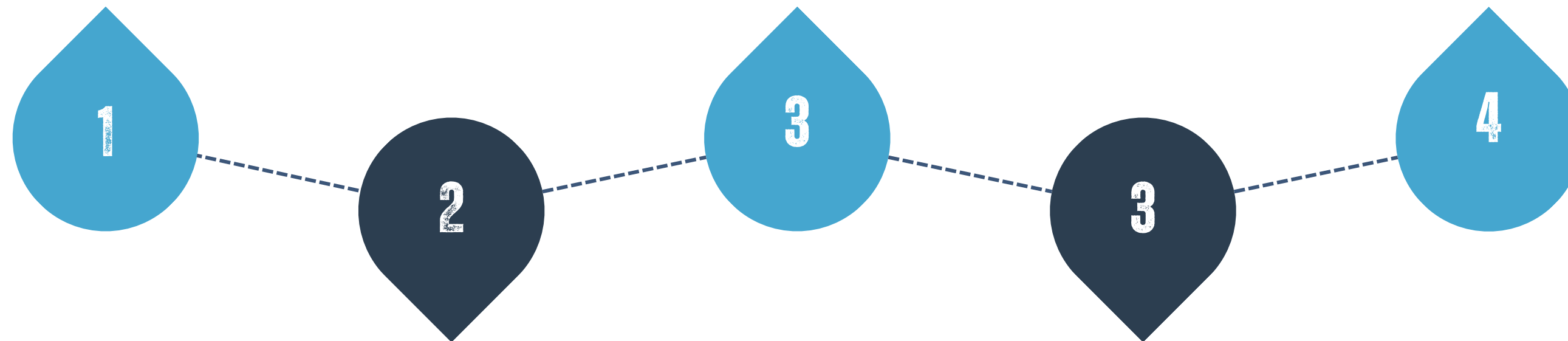
Define required profiles, timelines, site locations, shift coverage, and service-level expectations.

Offer, Visa & Onboarding

Issue contracts, manage labor approvals, medicals, visa stamping, induction, and site joining.

Replacements & Exit Management

SLA-driven replacements, exit documentation, EOSB calculations, and workforce offboarding.



Sourcing, Vetting & Shortlisting

We deliver pre-screened candidates aligned to the scope ready for client interviews and mobilization.

Payroll, Support & Retention

Full monthly payroll processing, leave tracking, benefits management, and ongoing engagement checks.

Payroll Management

Let us handle the complexities accurately, securely, and on time.

In today's regulatory environment, payroll is more than just payouts it's precision, protection, and peace of mind. Talent Arabia delivers fully managed payroll services across the GCC and India, tailored to local labor laws, tax regulations, and compliance mandates.

We manage every detail from salary processing to WPS, gratuity, insurance, statutory reporting, and employee benefits with full transparency and audit readiness. Our clients trust us to ensure on-time disbursements, reduce compliance risk, and simplify multi-country payroll operations.

Why Clients Rely on Our Payroll Engine

- Zero late or incorrect payouts—ever
- Compliant with WPS, GOSI, EOSB, and tax laws
- Multi-country capability with centralized control
- Real-time query resolution & support
- Built for confidentiality, scalability, and audit-readiness

WHAT WE OFFER

End-to-end payroll execution for single or multi-country entities

WPS compliance, gratuity, GOSI, EOSB, and tax handling (as per local laws)

Payslip generation, bank transfer files, and payroll journals

Employee onboarding integration, benefits tracking, and leave management

Monthly statutory reports and audit support

Payroll Execution Framework

We follow a standardized, confidential process to deliver payroll with absolute accuracy and regulatory compliance.

1 Input Collection

You need to be comfortable delegating, but there's still a lot of work involved in making sure the task gets done properly.

2 Payroll Processing

Allocate time to follow up with your VA, especially if you're working remotely. It's easy for things to fall through the cracks if you don't check in regularly.

3 Disbursement

When giving instructions or writing emails, don't leave out any important details or assume that they understand what you mean or want them to do.



4 Statutory Compliance

Make a list of all of the tasks you need help with and then prioritize them in terms of importance and urgency. This will help you figure out what needs to be done right away and what can wait.

5 Reporting & Reconciliation

You want someone who has experience with your industry, but also someone who is trustworthy and reliable—and who will understand why it's important for them not to talk about confidential information with anyone

Assessments & Talent Development

Measure potential. Predict performance. Build leaders.

True talent goes beyond the CV. At Talent Arabia, we use science-backed assessments to identify the capabilities, behaviors, and leadership potential that drive results. Our tools don't just screen for skills they reveal mindset, agility, and culture fit.

Whether you're hiring, promoting, or developing future leaders, our assessments deliver clarity and confidence. We tailor every solution to your organizational context from large-scale volume assessments to high-stakes executive evaluations.

Why Organizations Trust Our Assessments

- Certified consultants trained in SHL, Hogan, Saville, and Big 5
- Customization for local languages and GCC cultural context
- Compliant with data privacy and DEI standards
- Proven impact on hiring accuracy and leadership pipeline quality
- Used by top banks, ministries, and healthcare groups across the GCC

WHAT WE OFFER

Psychometric & Behavioral Assessments

Measure personality, motivation, communication style, and behavioral alignment using globally validated tools.

Cognitive & Aptitude Testing

Assess logical reasoning, critical thinking, numerical ability, and problem-solving for role readiness.

Leadership Profiling & Role Fit Reports

Deep dive into leadership style, growth potential, and role alignment using 360° and Big 5 frameworks.

Development Center Design & Delivery

Custom-built, immersive development centers for evaluating high-potential talent across functions and levels.



5-Step Assessment Model

1. Needs Analysis & Role Mapping

Define key competencies, success behaviors, and organizational culture markers for each role.

2. Tool Selection & Customization

Choose from a suite of psychometric, aptitude, and behavioral tools based on role level and purpose (hiring, promotion, development).

3. Digital & In-Person Delivery

Secure online platforms or onsite administration with proctoring, case studies, roleplays, and simulations.



4. Expert Interpretation & Insights

Certified assessors interpret results and generate tailored feedback reports with hiring or development recommendations.

5. Client Debrief & Talent Planning

One-on-one debriefs, team heatmaps, and leadership pipelines to inform strategic HR decisions.

Strategic HR Consulting

Align people. Accelerate growth. Future-proof HR.

At Talent Arabia, we don't just advise we architect HR strategies that drive transformation. Our consulting services are designed to help organizations build scalable, future-ready people systems that unlock performance and sustain growth.

From designing agile org structures to rethinking rewards, digitizing HR, and preparing for IPO-readiness, we partner with HR leaders and CEOs to solve complex people challenges with practical, research-backed solutions.

Why Clients Choose Our Consulting Approach

- Delivered HR strategy , restructures & digital shifts
- GCC labor policy alignment + global best practice
- Practical, action-oriented recommendations
- Cross-industry expertise: banking, telecom, energy, public sector
- Trusted by HR heads, CHROs, and transformation leads

WHAT WE OFFER

Workforce & Organization Planning

Align structures, roles, and talent with business strategy through dynamic org design and capability mapping.

Total Rewards & Compensation Strategy

Benchmark compensation, build pay equity, and design incentive models that drive retention and performance.

HR Digital Transformation

Transition to data-led, tech-enabled HR operations including HRMS selection, change management.

Change Management

Guide leadership teams through mergers, restructures, or cultural integration with clarity and confidence.

4-Phase Consulting Framework

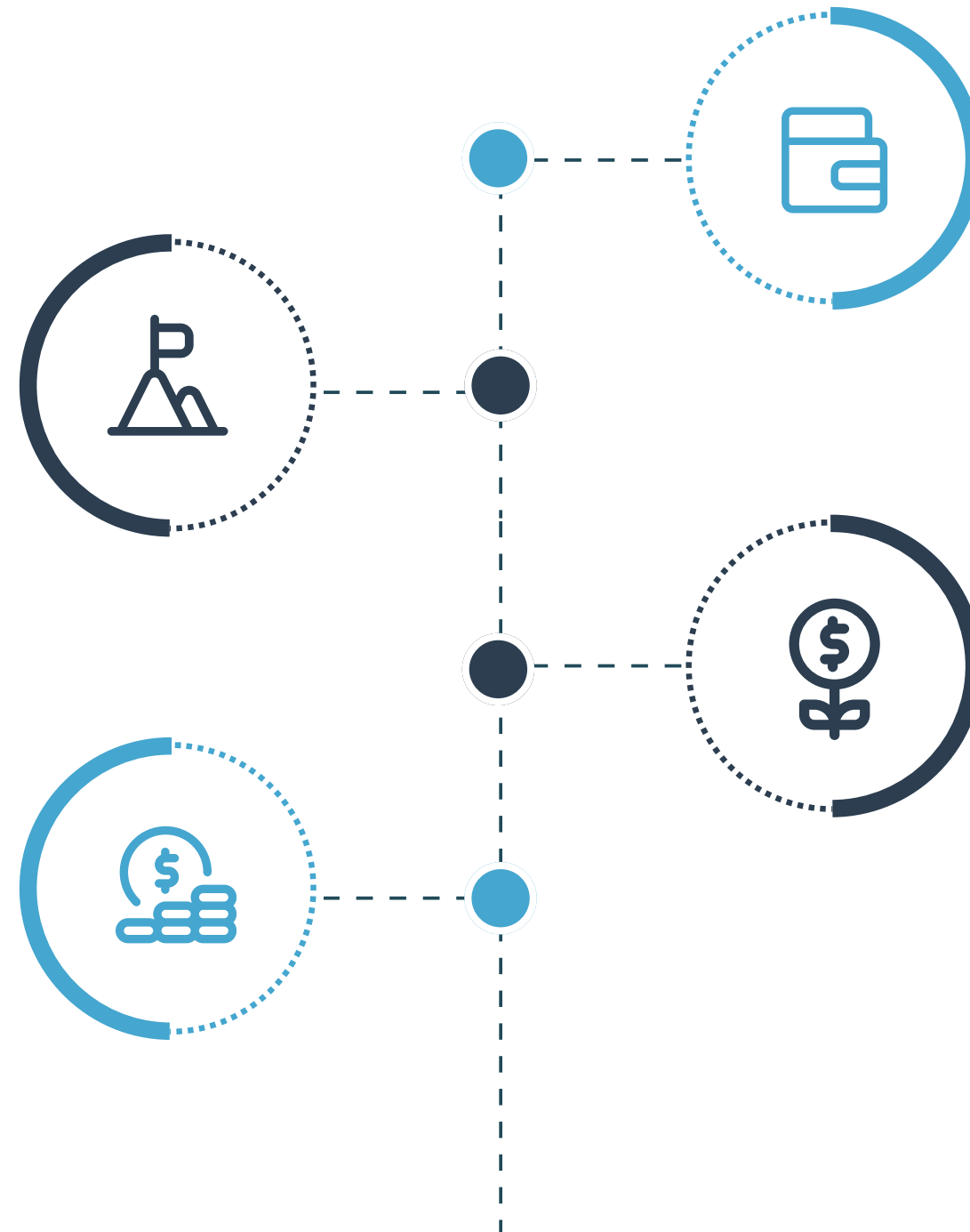
We take a consultative, data-informed approach to every HR engagement—blending diagnostics, stakeholder insight, and hands-on implementation support. Our solutions are always practical, never generic.

✓ 1. Discovery & Current State Assessment

Conduct stakeholder interviews, policy audits, and workforce analysis to define pain points and performance gaps.

✓ 2. Solution Design

Co-create people strategies, structure blueprints, HR policy frameworks, or digital roadmaps customized to your organization.



✓ 3. Implementation Support

Develop project plans, training modules, and internal comms for seamless rollout and adoption.

✓ 4. Measurement & Optimization

Define KPIs, monitor change impact, and recalibrate based on data and feedback to ensure sustainable success.

Localization & Nationalization

Empowering national talent. Elevating local economies.

Governments across the GCC are driving workforce localization not as a policy, but as a priority. Talent Arabia helps organizations meet nationalization goals (Omanization, Saudization, Emiratization) while building productive, sustainable local teams.

Whether you're a multinational expanding into the region or a public sector body refining your workforce plan we help you deliver results that matter.

Why Authorities & Employers Trust Us

- Deep GCC nationalization experience across sectors
- Active partner in public-sector workforce initiatives
- Over 40% national hires in key engagements
- Compliant with labor ministries, investment laws, and ESG goals
- Track record of reducing attrition and meeting KPIs

WHAT WE OFFER

National Talent Acquisition & Integration

Targeted sourcing, screening, and onboarding of Omani, Saudi, Emirati, and other national professionals.

Retention & Career Pathway Planning

Structured learning and succession planning models to retain and grow national talent.

Localization Readiness Audits

Full diagnostics of policies, hiring practices, and engagement models against nationalization benchmarks.

Advisory for Government

Policy alignment, talent strategy, and compliance frameworks tailored to public institutions.

5-Step Nationalization Methodology

We combine data, policy expertise, and deep local networks to build localization strategies that are practical, compliant, and growth-aligned. Our end-to-end model ensures you don't just hire nationals you empower them.



Employee of Record Services

Your team. Our responsibility. Zero barriers.

Expanding into new markets shouldn't mean navigating legal risks, payroll complexities, or visa hurdles. With Talent Arabia's Employee of Record (EOR) services, you can hire, pay, and manage talent across the GCC without setting up a local entity.

We act as the legal employer of your team, ensuring complete compliance with local labor laws while you retain full control over day-to-day operations. Whether you're building a project team, entering a new geography, or piloting a market our EOR model delivers fast, compliant workforce deployment.

Why Global Teams Choose Our EOR Model

- No entity setup required
- Fast mobilization (as fast as 10 business days)
- 100% local law compliance (labor, immigration, tax)
- Scalable from 1 to 100+ hires
- Trusted by MNCs, startups, and project consortiums

WHAT WE OFFER

Multi-Country EOR Support

Oman, UAE, KSA, Qatar, and India hire seamlessly under our legal umbrella.

Visa, Sponsorship & Mobilization

We manage labor approvals, work permits, medicals, and all post-arrival formalities.

Payroll, Benefits & Tax Filing

Full-cycle payroll processing, gratuity, social security, and regulatory reporting.

Local Compliance & Risk Mitigation

Our legal experts ensure all contracts, policies, and processes are audit-ready.



4-Step EOR Onboarding Framework

Talent Arabia's EOR delivery model is built for speed, security, and zero compliance gaps. Whether for one resource or an entire team, our process ensures local setup without the legal overhead.



Workforce Analytics

From people data to performance decisions.

Your workforce generates powerful insights if you know where to look. At Talent Arabia, we turn HR data into actionable intelligence. Our Workforce Analytics services help you decode trends, optimize structures, reduce attrition, and drive productivity.

We combine data science, organizational psychology, and market benchmarking to deliver reports that inform strategy not just track activity. Whether you're building a performance culture, rebalancing costs, or planning the future of work our analytics put clarity in your hands.

Why CHROs & COOs Trust Our Analytics

- Dashboards built on real business outcomes, not vanity metrics
- Predictive models tailored to GCC labor dynamics
- Clear ROI: reduced turnover, improved talent ROI, optimized headcount
- Secure handling of sensitive HR data
- Integrated with Talent Arabia's own staffing and assessment engines

WHAT WE OFFER

People Analytics Dashboards

Real-time insights on hiring, retention, engagement, and productivity.

Attrition & Risk Modeling

Predict resignation patterns, skill gaps, and succession risks using advanced modeling.

Workforce Cost Optimization

Identify redundant roles, cost-drivers, and reallocation opportunities across geographies and functions.

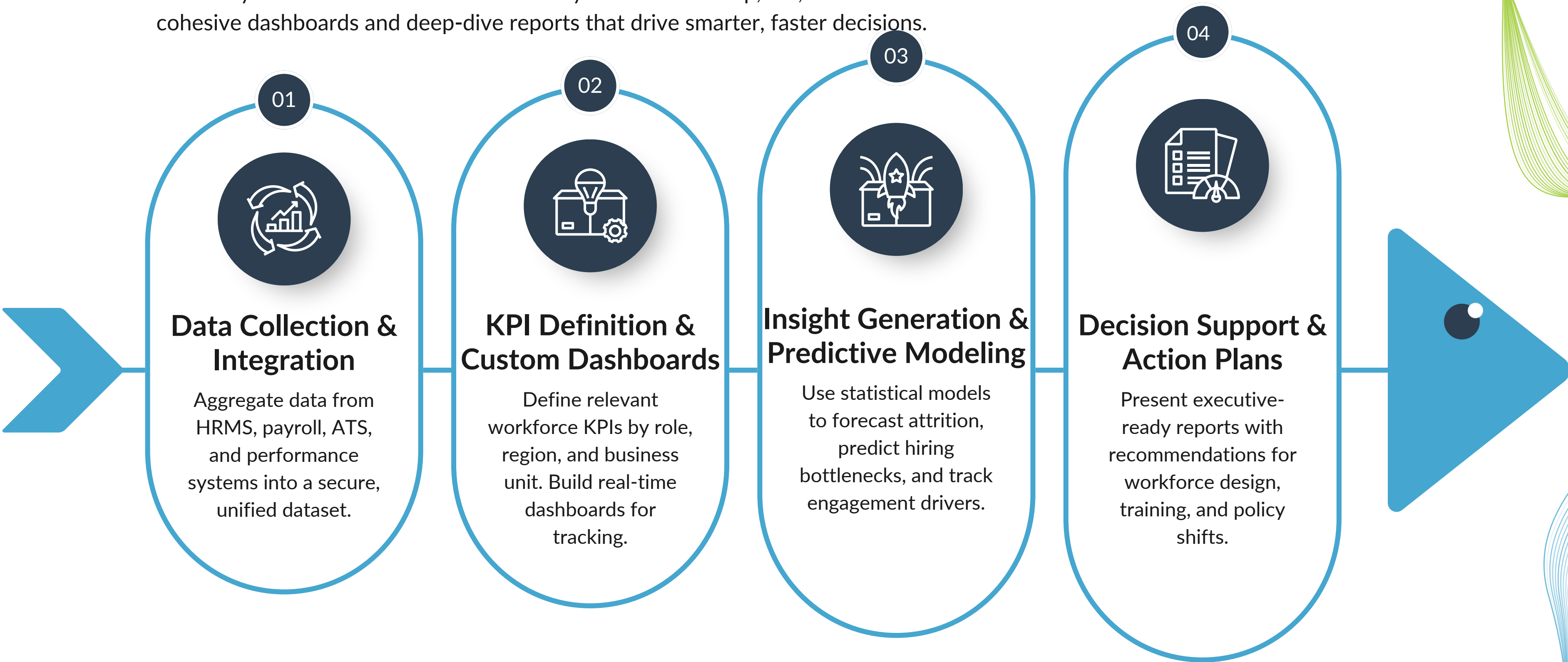
DEI & ESG Metrics Reporting

Analyze diversity, equity, and sustainability indicators in line with regulatory frameworks.



4-Step Analytics Execution Model

Our analytics model is built to deliver clarity across leadership, HR, and finance teams. We connect siloed HR data into cohesive dashboards and deep-dive reports that drive smarter, faster decisions.



Impact Stories: Talent Delivered

Real success. Real clients. Real outcomes. Here's how we've helped leading organizations across the GCC solve complex staffing challenges.

1

Bank Muscat

- Deployed and managed outsourced professionals across IT, operations, and customer service. Delivered complete onboarding, payroll, SLA-based replacements, and Central Bank-aligned compliance.

2

National Bank of Oman

- Recruited senior finance and banking experts for digital transformation. Delivered full-cycle headhunting, documentation, and post-placement retention support.

3

Central Bank of Oman

- Placed screened, high-security technical talent with full regulatory compliance. Managed confidentiality protocols, clearance, and onboarding with zero tolerance for error.

4

Galfar Engineering

- Mobilized technical and administrative staff for engineering, logistics, and site roles. Ensured payroll, visa, HSE, and rotation compliance under tight project timelines.

Training & Development

Empowering your workforce. Elevating your impact.

In today's fast-moving environment, skill gaps aren't just costly they're critical. Talent Arabia delivers custom-designed training programs that build competencies, drive performance, and strengthen your talent pipeline. We don't just train people we build future-ready professionals.

Whether you're equipping a frontline team, preparing leaders for succession, or rolling out digital skills across departments, our learning solutions are outcome-driven and culturally aligned.

Tailored to Business Impact

- We design every training around your objectives—whether it's performance improvement, leadership readiness, or compliance.

Expert Trainers, Real-World Insight

- Our facilitators are certified professionals with deep industry experience—not just theory, but practical knowledge.

WHAT WE OFFER

Corporate Training Programs

Soft skills, team building, conflict management, business writing, customer service, and sales enablement.

Technical & Functional Upskilling

IT certifications (Microsoft, Cisco), project management, data analytics, cybersecurity, and more.

Leadership & Behavioral Development

High-potential leadership grooming, emotional intelligence, executive presence, strategic thinking, and coaching skills.

Compliance & Safety Training

OSHA, ISO, workplace safety, anti-harassment, ethics, and governance workshops tailored to industry requirements.

5-Step Training Delivery Framework

**We design learning that sticks.
Measurable. Memorable. Meaningful.**

At Talent Arabia, training isn't just about sessions it's about impact. Our methodology ensures every program is tailored, immersive, and measurable, based on adult learning science and global L&D frameworks.

1

Training Needs Analysis (TNA)

Gather inputs from stakeholders, KPIs, and surveys to define learning gaps and role-specific requirements.

2

Program Design & Customization

Develop course modules, learning objectives, and content aligned to your industry, team profile, and goals.

3

Expert Trainer Deployment

Deploy bilingual, certified facilitators with real-world industry experience and training credentials.

4

Experiential Delivery & Practice

Use case studies, simulations, role plays, gamification, breakout exercises, and personalized coaching.

5

Impact Assessment & Reporting

Pre/post evaluations, feedback analytics, application follow-up, and reporting to measure learning ROI.



Training Track Record & Capabilities

Delivered 100+ training programs in 2024-25 across Oman, UAE, and KSA

100+

Organizations trained across Oman, UAE & KSA

50+

Professionals upskilled and reskilled

6000+

Multi-Sector Expertise

Focuses on conducting experiments and tests with different channels

End-to-End Digital Learning Solutions

Custom LMS development, annual training calendars, and full e-learning integration delivered.

Specialists in People Science & Leadership

Experts in psychometrics, behavioral training, and executive coaching for lasting performance change.



Partnerships & Accreditations

Talent Arabia's credibility is reinforced by strategic partnerships that ensure both global recognition and local relevance.

Eduranz & TechMahirah

Collaborating with leaders in advanced technology training covering AI, Cloud, and DevOps.

PECB

Our accreditations from PECB allows us to deliver ISO trainings.

Excel College UK

Providing globally recognized diplomas that enhance your team's professional standing.



THESE PARTNERSHIPS NOT ONLY VALIDATE OUR TRAINING CONTENT BUT ALSO ENSURE THAT EVERY CERTIFICATION CARRIES THE WEIGHT NEEDED IN BOTH LOCAL AND INTERNATIONAL MARKETS.

Trainings in Action

Showcasing our on-ground learning experiences across industries where insight meets impact, and capability is built face-to-face.



Let's Build Your Future Workforce

From people strategy to execution we're with you every step of the way

Whether you're scaling operations, hiring at speed, developing future leaders, or aligning with localization mandates Talent Arabia delivers with precision, insight, and care.

We don't just fill positions.
We build capability. We unlock potential. We fuel transformation.

Need to hire right, train smart, and retain better?

Yes. We can help.

WHY PARTNER WITH TALENT ARABIA?

Proven Track Record

Trusted by ministries, hospitals, banks, and global brands across the GCC.

Strategic Depth

From staffing and executive search to assessments and HR consulting.

Training Expertise

Certified learning solutions, psychometrics, LMS, and behavior-based development.

Compliance-Centric

ISO-certified, award-winning, and locally embedded in Oman, UAE, and KSA.

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**AT TALENT ARABIA WE DON'T FILL VACANCIES.
WE BUILD FUTURES.**

**WE MAKE IT
HAPPEN**



Thank You
