



Saudi Talent Acquisition & Management



Challenging the Status Quo in Saudi Talent Acquisition & Management

For years, Saudi Arabia's recruitment market has been dominated by a few established suppliers—seen as safe, but increasingly costly, slow, and outdated.

High entry barriers kept competition away—until now. Tangent International Arabia is changing the game.

With 50 years of global recruitment success, 35 in the Gulf, and 20 supporting

the Kingdom remotely, we offer a fresh, agile, and results-driven alternative.

Our long-tenured recruiters bring unmatched insight, continuity, and partnership.

Powered by global best practices, AI-driven delivery, and local compliance, we access talent others can't—and deliver service others won't.

For Saudi businesses ready to scale with precision and purpose, Tangent Arabia is your next-generation recruitment partner.



Tangent Arabia Overview



Your challenge



The Tangent answer



Business impact

Vacancies delay go-live dates	Recruiters with 8 + years' average tenure plug you into local & global talent pools the incumbents miss.	Shorter time-to-hire keeps programmes on schedule.
Ever-changing KSA compliance	50 years of flawless global payroll, now fully localised for KSA labour law, immigration and Saudisation quotas.	Removes legal risk and costly fines.
Saudisation without compromise	Platinum/high-green status plus preferential payroll for Saudi nationals.	Protects contracts and reputation while securing first-rate local talent.
Keeping contractors engaged	AI monitors sentiment, productivity and attrition risk in real time, triggering proactive interventions.	Saves replacement costs and safeguards delivery quality.
Budget spikes on critical projects	Financial infrastructure built for high-volume, complex programmes.	Cost certainty; even when requirements surge.



Pioneering AI in Talent Acquisition

Voice & text Gen AI for Outreach	Mass personalized engagement using conversational AI — at scale
AI – powered Sourcing & Matching	Smart algorithms that predict candidate fit and automate early screening
Real-Time Productivity Tracking	Leverages AI analytics to monitor KPIs, output levels, and task completion rates, allowing for early detection of performance bottlenecks.
Sentiment & Engagement Scoring	Uses natural language processing (NLP) and pulse surveys to measure employee sentiment, flagging disengagement risks before they escalate.
Predictive Attrition Alerts	Machine learning models analyze behavioral patterns and engagement data to identify individuals at risk of leaving, enabling proactive retention.
Automated Check-Ins & Surveys	Conversational AI bots engage with on-site staff regularly, gathering feedback and concerns without interrupting workflow.
Custom Dashboards for Managers & Clients	Provides intuitive dashboards that visualize team health, satisfaction scores, and productivity trends across departments or projects.
Engagement Heatmaps	AI maps out engagement trends across roles, time zones, or projects—helping decision-makers adjust leadership focus or resources accordingly.
Continuous Learning Recommendations	Based on employee performance and feedback, AI suggests relevant upskilling or wellbeing interventions to keep teams productive and motivated.



Tangent International Arabia Snapshot

MISSION

Drive technology forward by delivering.

WOW through recruitment.

AI-Powered Sourcing & Matching with smart algorithms that predict candidate fit and automate early screening.

Simplified Onboarding using AI to streamline onboarding and documentation workflows.

Ongoing Talent Engagement.

Fast Facts



Delivered in over
170 countries



Established for
50 years



Built to challenge
legacy suppliers



30+ languages
spoken



80% of talent placed
are passive job
seekers



Based in Riyadh –
Serving the King-
dom and Beyond





Contact

Get in touch with our team today

Andrew Smith
General Manager
Middle East & Asia

e: andrew.smith@tanint.com

t: +971 4447 3680 loc 209

Ahmed Zribi
Customers Success
Manager

e: ahmed.zribi@tanint.com

t: +971 4447 3680 loc 201

w: tanint.com