



Professional

# Executive Search

Services



Visit Our Website

[www.rawaj-hcm.com](http://www.rawaj-hcm.com)

## Our Story

Since 2008 Rawaj HCM has been at the forefront of the people industry in the Region, Providing top-notch Human Capital Management solutions to companies and individuals, we drive performance and bring about exceptional results through our personalized and consultative approach.

## Our Mission

Empowering businesses and individuals to reach their full potential through full-fledged human capital management solutions.



# WHY RAWAJ?



**10+**

Global Partners



**70+**

Hiring & outsourcing  
Project



**190+**

C- Suite Hired



**200+**

Employers



**20+**

Consultation Projects in 6  
countries in the MENA Region



**95%**

Retention Rate



**25+**

Assessment Centers

## 16 Years Of Excellence

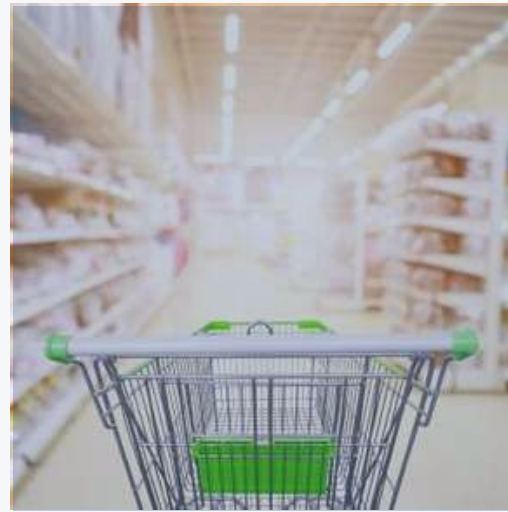
KSA & EGYPT



⋮ **SUBJECT MATTER EXPERT IN:**



EPC



Retail & E.commerce



O&G



Maritime



F&B



ICT



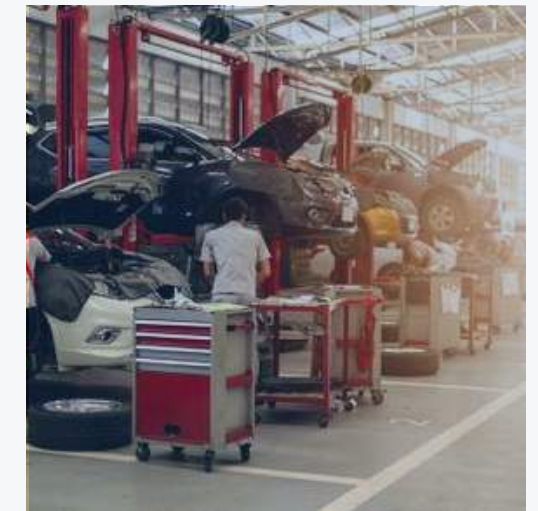
Green Energy



Hospitality



Facility Management



Automotive

# OUR SERVICES



Elevating Your Talent Search to Global Network



Executive Search



HR Consultation



Recruitment &  
Outsourcing Services



DNA Sales Program



Lean Hiring Process  
Engineering



Talent Assessment Center



Assessment based  
training



Jesr Talent Factory





# OUR VALUE PROPOSITION



## Tools driven by science

We use advanced technology and AI to source and assess candidates, resulting in higher-quality hires.



## Full-Fledged Solutions Mixed with AI

Our solutions are designed to simplify everything, putting everything you need in one place



## On-Ground Presence

we are not virtual, we are on the ground, ready to assist you and your in-country team members at any time.



## We Speak your Language

We understand your industry inside out and assure you that we have hands-on expertise.



## Expertise & World-Class Technology

Our team of experts, combined with cutting-edge technology, creates a unique and unbeatable combination.



## Reliable Partnership

When you work with us, you are working with a trusted partner, NOT a third-party provider.

# RAWAJ

HUMAN CAPITAL MANAGEMENT

## Your Partner in Leadership Success

At Rawaj, we believe that selecting the right leaders is the cornerstone of every successful organization. With over 15 years of experience, we specialize in identifying and securing top executive talent that aligns with your company's values and strategic vision. Our mission is to help you build a leadership team that drives growth and long-term success.



# Our Executive Search Process

We follow a rigorous, comprehensive approach to ensure the right fit for your organization. Our proven three-step process ensures that every executive hire is aligned with your goals and culture:

## 1. In-depth Research and Role Analysis

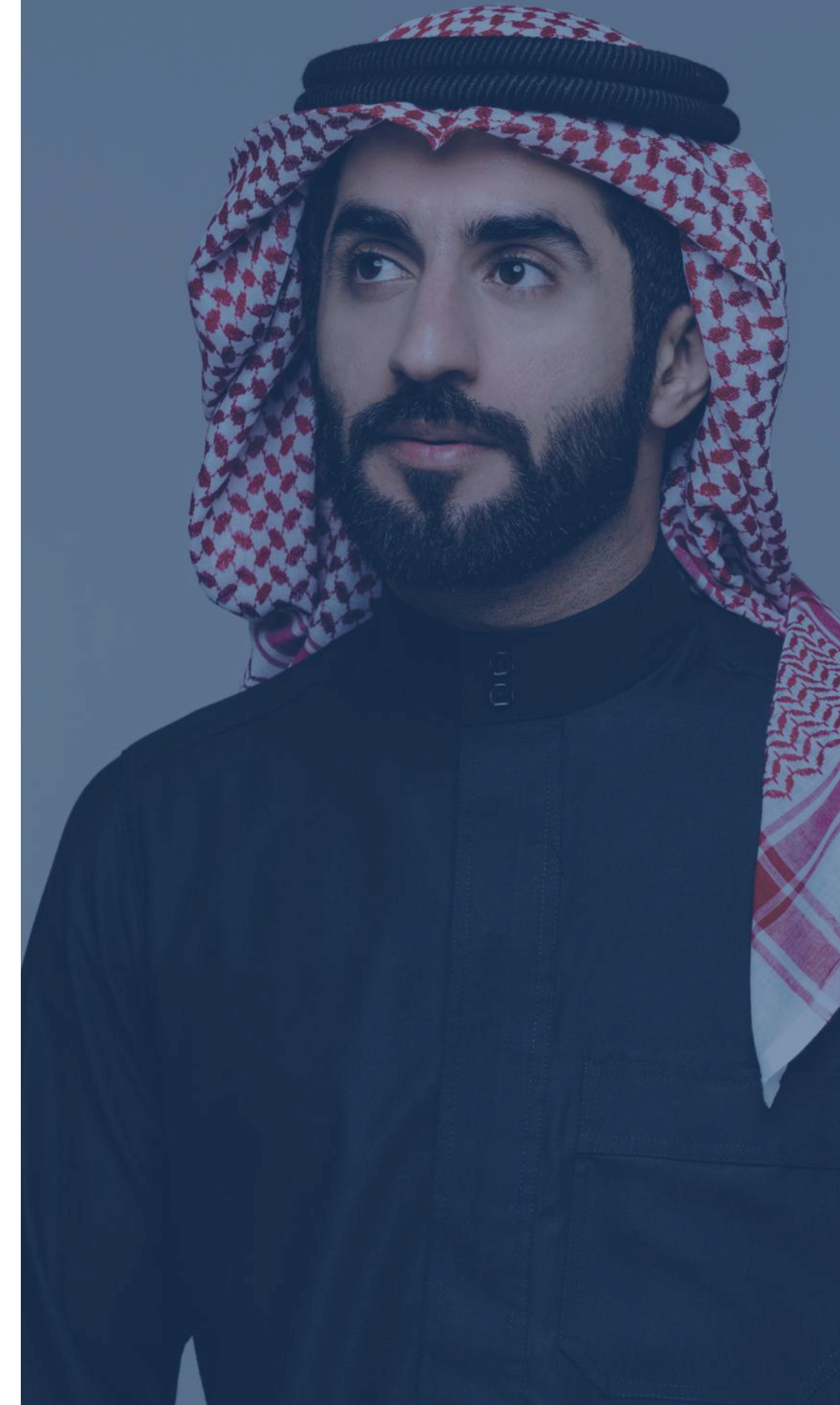
- We begin by gaining a deep understanding of your company's culture, strategic objectives, and specific role requirements.
- Our research team conducts thorough market analysis, leveraging our extensive network to identify high-potential candidates that match your criteria.

## 2. Selection and Candidate Evaluation

- Through a combination of strategic networking, referrals, and detailed market mapping, we compile a shortlist of highly qualified candidates.
- Each candidate undergoes an extensive vetting process, including interviews, psychometric assessments, and background checks, to ensure both technical competence and cultural alignment.

## 3. Onboarding and Retention Support

- Our involvement doesn't end with the hiring decision. We ensure a smooth transition for both the candidate and your company during the onboarding process.
- We offer a 12-month placement guarantee, reflecting our commitment to finding leaders who will thrive in their roles and deliver long-term results.





## **CEO Succession & Leadership Excellence**

For over 15 years, Rawaj has been the trusted partner in guiding organizations through CEO succession and leadership transitions. Our tailored approach ensures a seamless transfer of executive power, enabling long-term stability and growth across the region.

## **Corporate Headhunting: Finding Your Next Leader**

At Rawaj, we believe great companies are built by great leaders. Our corporate headhunting service is designed to identify and secure the right executives who align with your business strategy and vision, driving your organization toward success.





## **SME & Startup Leadership Solutions**

We specialize in helping growing businesses and startups find the leadership they need to thrive. Our deep understanding of SME challenges ensures we provide high-quality, sustainable solutions that align with your goals and ensure lasting success.

## **A Proven Network of Executive Talent**

With a 15-year track record in executive recruitment across Egypt and Saudi Arabia, Rawaj connects businesses with the region's top leadership talent. Our extensive network ensures we find the perfect match for your organization's unique needs.

# RAWAJ

HUMAN CAPITAL MANAGEMENT

# Our CLIENTS



AECOM

ABB



DAMAC  
LIVE THE LUXURY



العالمية -  
INTERNATIONAL  
MARITIME  
INDUSTRIES  
للمناعات البحرية



HITACHI  
Inspire the Next





# RAWAJ

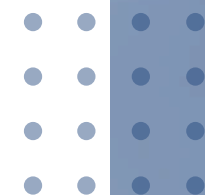
HUMAN CAPITAL MANAGEMENT

## KSA

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Cairo, Egypt  
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Rawaj-HCM Team



*Thank you*

*Thank you for considering Rawaj-HCM as your trusted partner in human capital management. We look forward to working with you.*

**RAWAJ**

HUMAN CAPITAL MANAGEMENT

*Rawaj-HCM Team*