



Professional

Recruitment Services



Visit Our Website

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



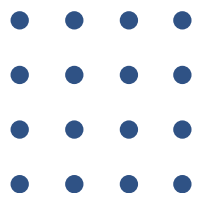
25+

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



Lean Hiring Process
Engineering



Talent Assessment Center



Assessment based
training



Jesr Talent Factory



DNA Sales Program





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.

RAWA J

HUMAN CAPITAL MANAGEMENT

Recruitment Excellence, Guaranteed



Recruitment Excellence, Guaranteed

2. Post-Hiring Support:

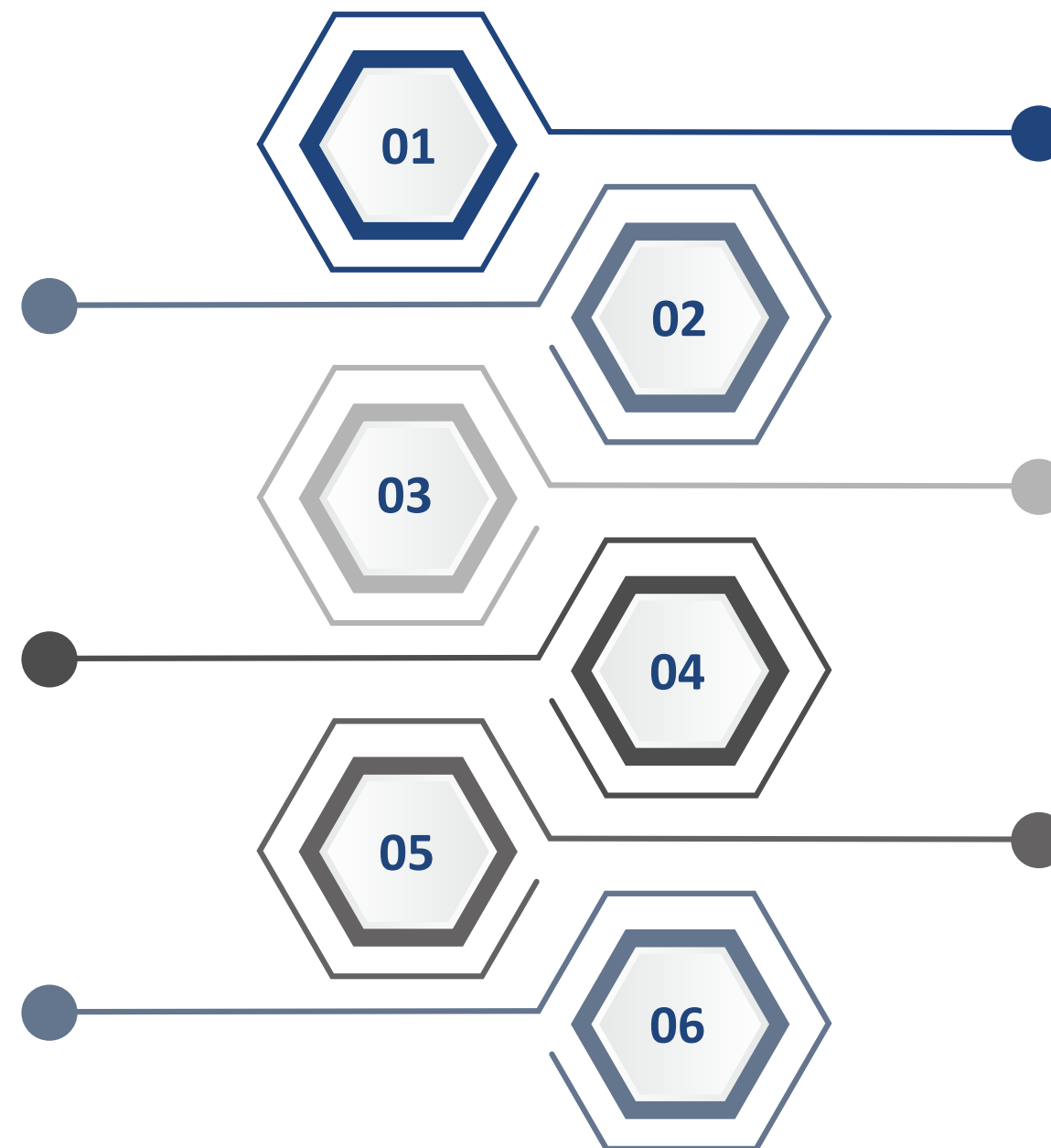
Quality Assurance: We offer a 90-day guarantee that includes free replacement of any candidate who is found unsuitable. This guarantee underscores our commitment to delivering candidates who meet or exceed expectations.

4. Free Replacement:

Prompt Response: In the event of resignation or dismissal of the employee within the first 90 days, we offer a free replacement with candidates meeting the same specifications. This ensures continuity for our clients without delay.

6. Financial and contractual transparency:

Clear Fees: We provide complete details of fees and contracts before signing. Our service fee is 10% of the candidate's total annual income, excluding VAT or any other governmental fees.



1. Providing Suitable Candidates:

Efficiency and Speed: We commit to providing up to three carefully selected CVs within ten working days. Candidates are meticulously evaluated to ensure they meet the specific job requirements, reflecting our dedication to efficiency and prompt response to our clients' needs.

3. Transparent Evaluation:

Ongoing Assessment: We provide detailed reports explaining the reasons for any candidate rejection, enhancing transparency and credibility in the evaluation process, and ensuring consistent quality at all stages of recruitment.

5. Effective and Organized Communication:

-Coordinated Communication: We ensure full coordination and prior approval before any direct communication with candidates. This guarantees effective organization and confidentiality, providing a seamless and professional experience for both the client and the candidate.

A photograph of two men shaking hands in a business setting. The man on the left is wearing a grey suit jacket, a blue patterned shirt, and a red tie. The man on the right is wearing a white thobe and a red and white checkered ghutra. They are standing outdoors in front of a building and a car. The image is overlaid with a dark blue geometric pattern.

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Recruitment Process

Outsourcing Services

Recruitment Process Outsourcing Services

Rawaj Recruitment Process Outsourcing model is designed to scale up or down according to your organization's hiring needs. Whether you're a small business in a growth phase or a large corporation managing seasonal hiring, our services flex to meet your demands.

Flexible Recruitment Solutions: Tailored RPO model that scales with your organization's hiring needs.

Dedicated Recruitment Team: A committed team of talent acquisition experts always ready to support your goals.

Cost Efficiency: Our RPO reduces hiring costs by streamlining recruitment processes.



Accelerated Hiring: Faster recruitment cycles to fill vacancies promptly and effectively.

High-Quality Candidates: We source top-tier candidates who drive performance and organizational growth.

Maximized Opportunities: No missed chances for growth with our efficient, continuous support.



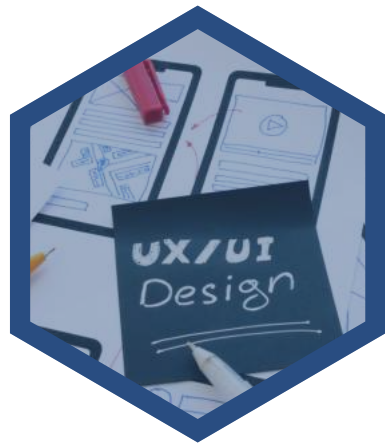
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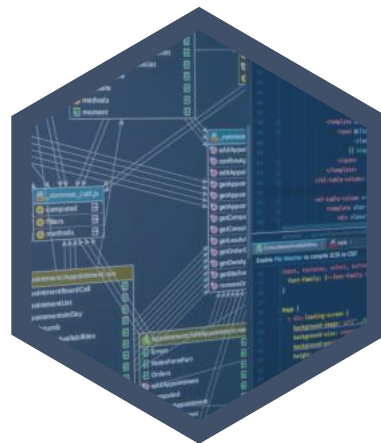
Tech Talent Recruitment Services



Recruitment for Top-Tier Tech Talent:



UI/UX Designer



Front-End Developer



Back-End Developer



IT Support Specialist



Cloud Engineer



Full-Stack Developer

Why Choose Our Elite Tech Recruitment Services?

Expert Recruitment:

We specialize in connecting you with top-tier tech professionals who fit your unique needs and project demands.

Industry-Specific Knowledge:

Our deep understanding of the tech sector ensures that you get candidates with the right expertise to accelerate your projects.

Global Access:

We offer a broad network of high-quality talent, giving you the flexibility and variety needed to build a competitive tech team.

Custom Solutions:

Our recruitment process is tailored to your business, ensuring efficiency and delivering the best candidates to drive your success.

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Hiring Campaign



Large-Scale Recruitment with Unmatched Speed and Quality

Finding the right tech talent can make or break your success. When large-scale recruitment is needed, we deliver with speed and an unwavering focus on quality, ensuring excellence at every stage.

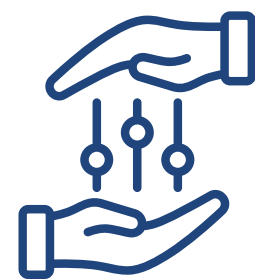


Recruitment for Any Role, Any Scale, in Any Sector



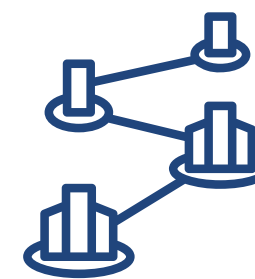
Prioritizing Both Quality and Speed

In today's fast-moving business world, we excel by prioritizing quality alongside speed. We deliver top-tier talent quickly, ensuring they not only meet your technical needs but also fit seamlessly into your company culture.



Tailored to Every Industry

Our recruitment solutions are customized to meet the specific needs of diverse industries, including technology, retail, F&B, construction, and beyond. We provide specialized support that aligns with your sector's unique requirements.



Scalable Recruitment Solutions

Whether you're hiring for a single crucial role or managing a large-scale recruitment drive, we adapt our approach to meet your needs. Every challenge is met with the same level of precision and dedication.



Comprehensive Talent Search

From engineers to marketers, accountants to sales professionals, we cover all roles to ensure your team is fully equipped for success.



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Our Recruitment Process



Our Recruitment Process

Understanding Your Needs

We start by aligning our search with your company's culture and goals for precise candidate matching

Screening Process

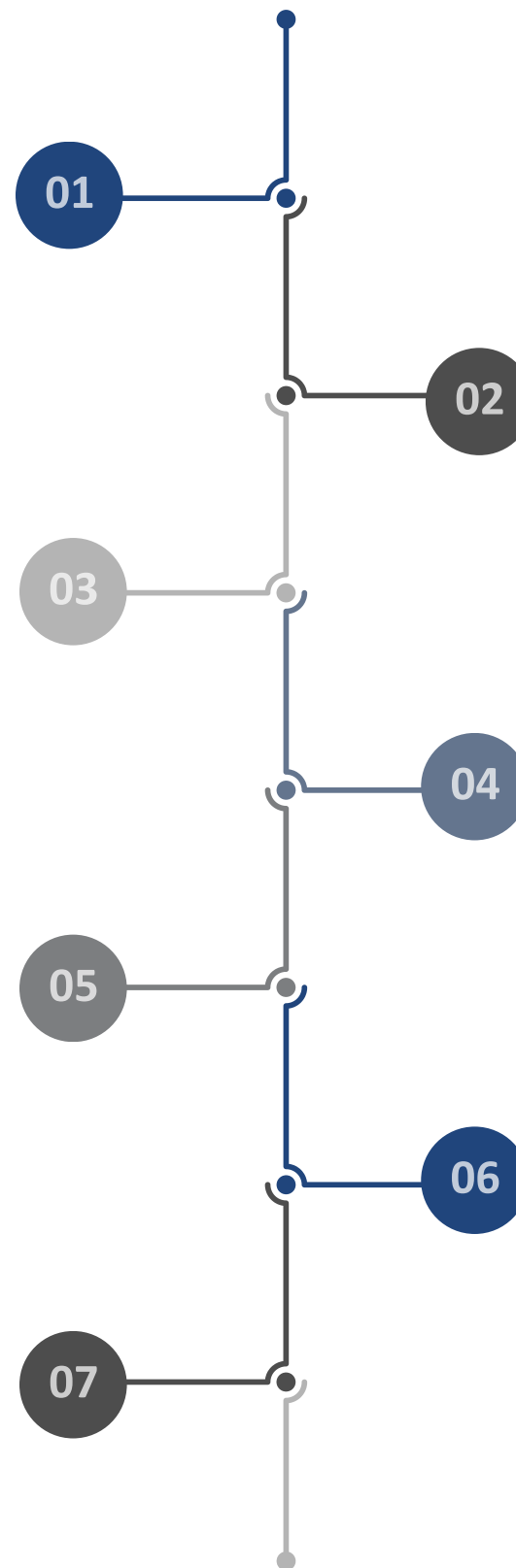
Candidates undergo detailed screenings, including skill assessments and initial interviews, to meet your criteria.

Client Interviews & Feedback

We present top candidates for your final interviews, coordinating schedules and collating feedback for efficiency.

Ongoing Support

Our support continues beyond placement, providing advice and assistance to ensure long-term success.



Sourcing Candidates

Using our network and sourcing techniques, we find candidates who match your skill needs and company ethos.

Interviewing

We present top candidates for your final interviews, coordinating schedules and collating feedback for efficiency.

Job Offer & Placement

After selecting your ideal candidate, we facilitate job offer negotiations and a smooth team integration.



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Our CLIENTS



OUR CLIENTS

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AECOM

ABB



DAMAC
LIVE THE LUXURY



العالمية -
INTERNATIONAL
MARITIME
الصناعات
INDUSTRIES
البحرية



HITACHI
Inspire the Next



OUR CLIENTS

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Egypt

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Memaar Al-Morshedy, Gate B-3, 3rd floor, Apartment No. 7,
Cairo, Egypt
Phone: 0109 666 0222 - 0128 120 9926



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.

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