



"Workforce Solutions Experts"

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Company History

Company History



1st Talent is a Saudi Arabia based company that provides workforce solutions such as outsourcing staff in different fields including finance staff, office staff, IT staff, sales staff , and even technical staff. The company was created in Riyadh, Saudi Arabia (where its headquarters is located) in 2009 and is one of the few companies in Saudi that specialize in workforce solutions . Over the years , 1st Talent has expanded its regional presence to the UAE . Its office in Dubai was established in 2017 to provide services to all GCC countries.

1st Talent, as mentioned before, gives you a broad scope of workforce solutions including Executive Search, Direct Hire, Manpower outsourcing and other services. Some of the industries which the company works with include: Hospitality, Retail , Health care, Government, Manufacturing, Consulting, and Construction. The company also supports the implementation of professional and ethical Talent Acquisition Practices.





The Founder

The Founder

Mutassim Al-Qahtani – CEO



1st Talent Company is founded by Mr . Mutassim Al Qahtani , SPHR who is a recognized professional with more than 25 years of experience in successfully managing talent acquisition projects in some of the top 100 companies in the GCC region . He founded the company to bridge the gap between having a strong local knowledge of culture and providing world-class service to clients across different industries.

Mr. Mutassim is an innovative , tech-Savvy , resourceful and results-oriented entrepreneur with a proven ability to capitalize on business opportunities . He has created and implemented successful talent solutions at major Saudi corporations. Mutassim is a proactive leader with extensive business , executive and motivational skills. He also has an exceptional record of successfully managing start-up companies of large sizes and successfully managing large-scale Talent acquisition projects for world-class organizations in KSA.



He also has proven experience including long-term roles at the King Khaled Eye Hospital and Mobily. Among his many accomplishments is the development of the National Company for Business Solutions (Subsidiary of Mobily) from start-up to full-service outsourcing provider with 3000 employees and more than 200 Million SAR annual revenue.

In addition to his formal education, he was the first Saudi National to receive certification as a Senior Human Resources Professional from the US Human Resources Certification Institute. He is a member of the Society of Human Resources Management, also in the USA.



A Dedicated Team

A Dedicated Team



The best thing about 1st Talent is our team of dedicated and experienced professionals who are well equipped with the needed knowledge and experience to achieve our goal of helping our clients get only the best talents.

At 1st Talent , we have a dedicated team which consists of senior executive search consultants , experienced recruiters , well trained account managers, and expert data scientists. Nothing beats the expertise and commitment which our professionals at 1st Talent bring to the table.



Our Services Portfolio



Executive Search

Executive Search



At 1st Talent, we use headhunting techniques to identify and approach suitable senior-level candidates . We contact candidates and sources from past search assignments , or from campaigns who are operating in areas relevant to these positions. We target new candidates through research into a wide range of sources available to 1st Talent to enable us to recruit the ideal candidates for Senior Leadership roles.

We focus mainly on General Management , Human Resources , Sales and Marketing , and Finance Executive roles . Some of the things you should know about us and our strength as an organization is:



- **1st Talent has outstanding experience in executive recruitment. This ensures that we provide discrete and highly professional executive search services to both our clients and candidates.**
- **We have an in-depth understanding of the region and we have an excellent track record of sourcing highly talented individuals and making senior appointments that add value.**
- **Our long experience enables us to respond rapidly and with absolute discretion to business requirements and effectively guide our customers towards the most suitable appointment.**

Our Services Portfolio



Direct Hire

Direct Hire



Our Direct Hire services are designed for jobs that are performed best if the candidate is hired directly by the employer . Many small and medium-size companies need these services and reach out to us to help them hire the best talents in the market.

We have a unique approach by which we go beyond looking for skills that match to ensuring that there's a cultural match between the employer and the candidate thereby, ensuring long term success for both parties.

At 1st Talent , we focus on white-collar jobs with office settings even though we also handle technical and engineering assignments from time to time. Because we are committed to giving our clients maximum benefits, we collaborate with subject matter experts from time to time to ensure that we source for the ideal candidates specializing in different areas.



Our Services Portfolio



**Sourcing
Services**

Sourcing Services



Sourcing candidates is the most important part of the recruitment cycle and has the biggest impact on its success. Recruiters spend a lot of their time and energy sourcing candidates from different online and offline sources to find the best match. At 1st Talent, we have utilized the advances in Artificial Intelligence and Chatbot technology to design a new service called "Sourced".

This service uses the latest technology to reduce the time consumed traditionally by recruiters in managing different job portals, LinkedIn or any other task related to sourcing. This service also removes any human bias and focuses on finding the best candidate according to client requirements. Even though we utilize technology in 65% of our sourcing process, we do not leave out our experienced recruiters who also help to ensure that the results are a real match for what the client needs.



Our Services Portfolio



**Outsourcing
to 1st Talent**

Outsourcing to 1st Talent



Many start-up companies choose this service to ensure that proper care is provided to their employees while they build their internal HR capabilities. They also use this for hiring teams in long term projects to provide the necessary agility and flexibility to achieve business goals.

Outsourcing staff or services can provide many benefits to our clients including:

1-Saving time: If done properly, outsourcing helps to save a lot of time. Clients can forget about having to deal with employment-related activities and focus their energy on growing their business.

2-Saving Money: By saving time, any organization will save money in the long term.

3-Flexibility: Many clients like to use the outsourcing model as a flexible method to engage new employees and observe them for a while before taking them as direct hires.

At 1st Talent, we have supported both government and private organizations with outsourcing solutions to cater to their unique needs.



Our Services Portfolio



Saudization Programs

Saudization Programs



1 ST Talent founder has been recognized as a thought leader in design and implementation of successful Saudization programs . These programs focus on the most common challenges of bridging the skills gap and solving the high turnover issues.

Many of our clients approach us for out of the box creative solutions to create a strong and reliable Saudi workforce.

Our immense knowledge of the culture and the many years of experience developing programs for different clients including the Ministry of Labor, have been acknowledged by all our clients.

We love to support Saudi nationals get access to the labor market and we understand the challenges involved in making this a successful and sustainable process.

PLANNING

Our Services Portfolio



**Temporary
Staffing**

Temporary Staffing



Almost all organizations need temporary help from time to time. Finding temporary help can be challenging if you don't have the ability to hire people quickly . Also hiring the wrong people to deal with sudden demands or shortages could be worse than having the shortage itself. 1 st Talent keeps an ongoing database of vetted candidates who are available on short notice and can do and perform different tasks.

The ability to have immediate access to reliable and experienced staff is life saver for many organizations and can make a huge impact on their business profitability.

We work with our clients to understand their needs and help them deal with staffing challenges in a fast and reliable manner.



Our Services Portfolio



Workforce Consulting



Business Leaders are faced with many challenges every day. New technologies, competition, and the rise of AI are just a few to name. This creates the need for answering many challenging questions about how to create a successful work plan. This includes many aspects from defining competencies and required qualifications to figuring out the salary averages for certain jobs.

The need for a trusted and experienced workforce consultant is a growing trend in the market and it's an important one.

Organization can no longer get by just by doing it the old way. Cost saving and being innovative are not optional anymore.

We help our clients by first understanding their business and what they want to achieve then we bring them up to date on best practice workforce planning and work with to build a workforce plan that works and help in achieving their goals.

Our Services Portfolio



Mass Recruitment Projects

Mass Recruitment Projects



Some of our clients in Large Enterprises have the needs for Large scale Recruitment projects.

1 st Talent have built a mazing network of Recruiters both locally and internationally that give us the ability to assemble large Recruitment teams in matter of days to support the hiring of 500 staff or more within a matter of weeks.

To support out flexible deployment model we utilize the best in class Applicant tracking software to accommodate large volumes of applicants while keeping things organized and enhancing the candidate experience and protecting the image of our clients.

Some of key projects were in Call Center companies, Manufacturing, Banking, Retail, and few start-ups.





Why Choose Us?

Why Choose Us?



At 1st Talent, we use the best approaches including Artificial Intelligence and Chatbot technology to ensure that we source for the most ideal candidates to suit our clients' unique needs. Our commitment to providing the best services has seen us working with experts on various subject matters because we care about specialization and we'll go all out to make sure we choose only the most perfect fit our clients.

Our many years of experience in providing workforce solutions have adequately equipped us to effectively meet the requirements of businesses. Also, we have a history of providing the most talented individuals and making only appointments that add value to our clients' organizations.



Conclusion

Conclusion



By hiring the right person your business will move in a positive direction and will become more successful. Let us help you hire employees who will make your business a great success. To find out more, visit our website www.1stalent.com or For further information, contact us on

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