



Professional **Consulting services**

Rawaj-HCM is a premier advisory firm specializing in comprehensive human capital management solutions. Our expertise is tailored to meet the strategic, operational, and technical needs of organizations, ensuring sustainable growth and operational excellence.



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

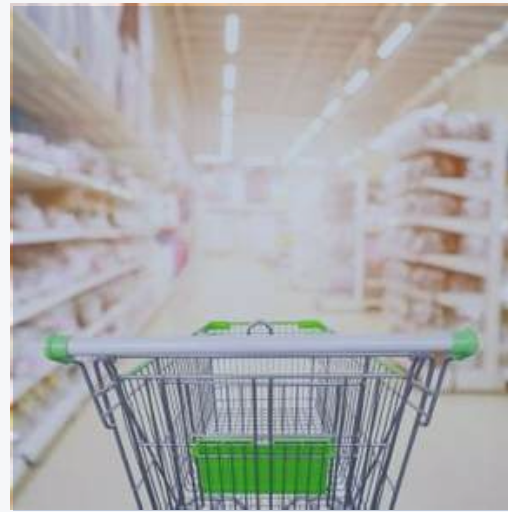
KSA & EGYPT



⋮⋮⋮ **SUBJECT MATTER EXPERT IN:**



EPC



Retail & E.commerce



O&G



Maritime



F&B



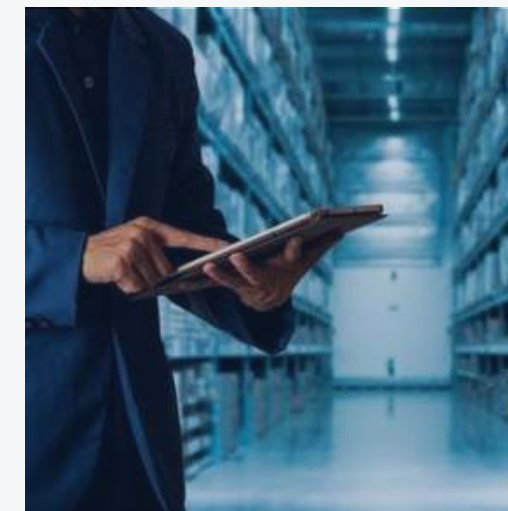
ICT



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.

Our Consulting services

1. Organizational Development & Transformation

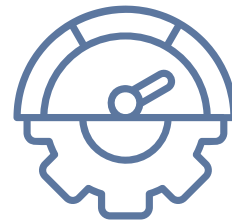


2. Talent Management & Growth

3. HR Operations



1. Organizational Development & Transformation



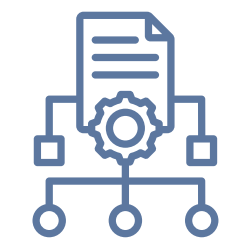
Strategic Workforce Planning & Optimization:

Develop and implement strategies for optimal workforce planning and resource allocation.



Job Profiling & Grading:

Create detailed job profiles and grading structures to enhance role clarity and performance assessment.



Business & Governance Process Re-engineering:

Re-engineer business processes and governance frameworks to improve efficiency and compliance.

2. Talent Management & Growth

Business Model Generation:

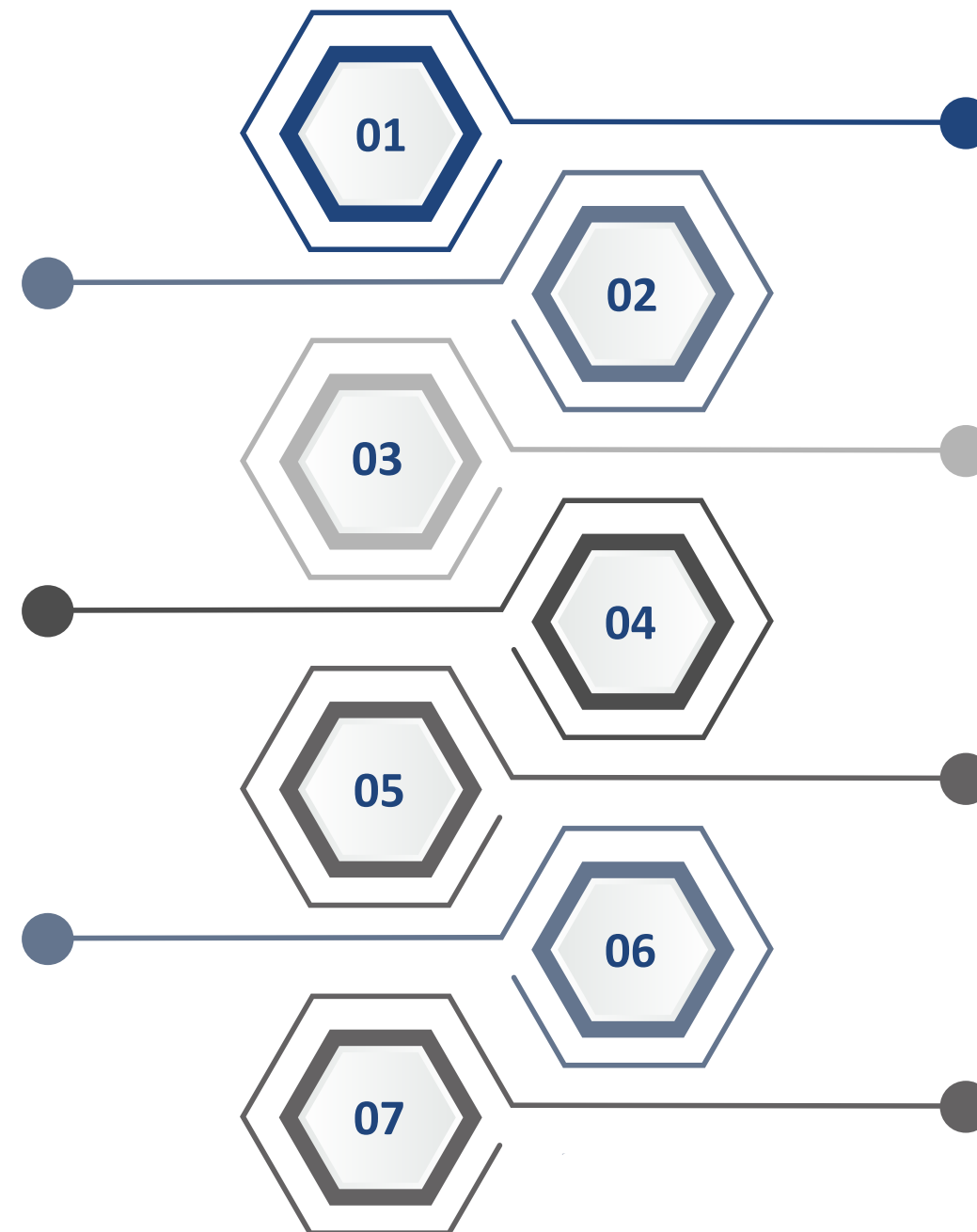
Assist in creating innovative business models aligned with strategic goals.

HR Due-Diligence for Mergers & Acquisitions:

Conduct thorough HR due diligence to support mergers and acquisitions.

Engagement & Culture Development:

Foster a positive organizational culture and employee engagement.



Strategic Management Consulting:

Provide consulting services to enhance management practices and operational excellence.

Strategic Rewards Management:

Design and implement reward systems that motivate and retain top talent.

Competency Framework Design:

Develop frameworks to assess and enhance employee competencies.

Executive Search & Development:

Identify and develop top executive talent.

3. HR Operations



HR Policies & Processes Framework

Establish comprehensive HR policies and processes.



HR Audits

Conduct audits to ensure compliance and operational efficiency.



On/Off Boarding Personnel Management

Streamline the onboarding and offboarding processes.



Understanding Your Needs,

We begin by conducting a thorough assessment of your current HR state, identifying gaps, and developing tailored strategies. Our areas of focus include:

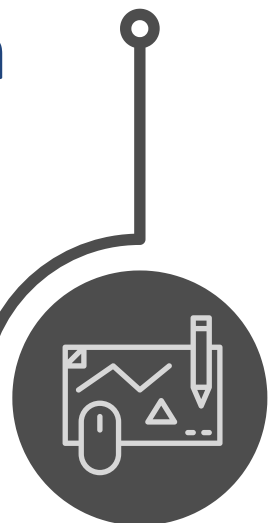


Our Service Model

Our Service Model provides a comprehensive approach to HR functional development through three key phases: Design, Develop, and Communicate. In the Design phase, we create the optimal organizational structure, develop strategic workforce plans, and establish competitive pay schemes and core competencies. The Develop phase focuses on creating detailed job profiles, developing pay benchmarks, and enhancing onboarding programs. Finally, in the Communicate phase, we manage internal communications, oversee engagement and wellness activities, and enhance employer branding to ensure a cohesive and thriving organizational culture.

We offer a structured approach to HR functional development through three primary phases:

1. Design



2. Develop



3. Communicate



OUR CLIENTS

RAWAJ

HUMAN CAPITAL MANAGEMENT

AECOM

ABB



DAMAC
LIVE THE LUXURY



العالمية -
INTERNATIONAL
للصناعات البحرية
MARITIME INDUSTRIES



HITACHI
Inspire the Next



OUR CLIENTS

RAWAJ

HUMAN CAPITAL MANAGEMENT



RAWAJ

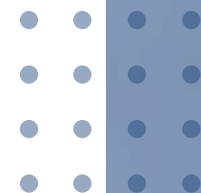
HUMAN CAPITAL MANAGEMENT

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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.

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HUMAN CAPITAL MANAGEMENT

Rawaj-HCM Team