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FAITHFUL + GOULD

Tailored Talent Solutions Case Study

Client: Faithful + Gould - Saudi Arabia
Mandate: Talent Pool of Engineers within Saudi Arabia
Sector: Engineering



Background

Executive Solutions engaged in a fast-track project to fill 104 vacancies for a Stadiums Project in 11 remote locations across the Kingdom of Saudi Arabia. The requested positions included: Deputy Project Directors, Project Controls Managers, Planners, Senior Cost Engineers, Estimators and Quantity Surveyors.

Based on our expertise and experience in volume recruitment services, Executive Solutions was prompt to support Faithful+Gould during this critical time in satisfying their immediate volume hiring requirements across remote locations, such as Asir, Jazan , Narjan, Dammam, Tabuk and Hail.

Our Approach

As Faithful+Gould's exclusive partner, we developed a talent pool of candidates in Saudi Arabia. We engaged in a wide spread recruitment campaigns across Saudi Arabia using Executive Solutions database, e-mailers, media publications and on-line search engines.

In order to expedite the process, an in-house project team was formed to directly handled all applications and screening. As a result, we pre-screened over 3,769 applicants prior to organising virtual interviews with the Faithful+Gould Recruitment Team based in Dubai. By avoiding expensive overseas recruitments campaigns, we were able to further reduce cost for our client.

Scope of Work

To develop a talent pool of qualified engineers across various disciplines for a stadiums project throughout 11 remote locations in Saudi Arabia

Delivery Timeline

3 months

Results

Applications:	444
Total Talent Pool:	498
Sourcing Achievement Rate:	115%
Invited:	228
Interview Success Rate:	80%
Potential hires + final assessment:	98%
Balance Talent Pool to engage:	177