



ADVANCED TALENT
SOLUTIONS

WHERE TALENT
MEETS STRATEGY

PROFILE
COMPANY



About Us

Advanced Talent Solutions is a Saudi consulting firm specializing in human capital development and the design of comprehensive HR strategies. We support organizations in aligning their business objectives with modern HR practices through organizational design, talent management, leadership development, and reward and performance systems—enhancing operational effectiveness and enabling sustainable success.

Our Vision

To become the preferred partner in human capital strategy development and in empowering organizations to achieve leadership excellence and sustainable institutional success.

● Our Mission

To deliver advanced and specialized consulting solutions in organizational design, talent management, rewards, and performance—grounded in deep client understanding and data-driven best practices that elevate HR effectiveness



● Our Values

Integrity

Excellence

Fairness

Reliability

● Why Choose Us

At Advanced Talent Solutions, we deliver exceptional value through a blend of local expertise and global HR perspectives aligned with Saudi Arabia's Vision 2030

We stand out through

Local market expertise combined with global HR and organizational development insights

Tailored solutions built from the ground up – not off-the-shelf models

Certified consultants with real-world experience across public and private sectors

A data-driven approach ensuring measurable and impactful results

Full commitment to change implementation and post-deployment support

Long-term partnership mindset built on trust

● Our Methodology

We follow a comprehensive, practical, and sustainable framework built on four key phases

1. Assessment & Analysis

We begin by understanding the organization's strategy and objectives to ensure alignment with the HR strategy.

This includes:

- Data collection and stakeholder interviews
- Reviewing organizational structure and existing policies
- Analyzing performance and operational processes
- Identifying gaps and improvement opportunities

● Our Methodology

We follow a comprehensive, practical, and sustainable framework built on four key phases

2. Design

We develop tailored, data-backed solutions, including:

- Designing optimized organizational structures
- Developing talent and rewards strategies
- Building frameworks, models, and competency structures
- Establishing policies and procedures that support institutional alignment

● Our Methodology

3. Implementation & Change Management

We translate designs into actionable practices through:

- Workshops and awareness sessions
- Training and guiding teams throughout the change journey
- Monitoring institutional adoption and ensuring compliance

4. Measurement & Continuous Improvement

To ensure sustainability, we:

- Measure performance through clear KPIs
- Provide periodic management reports
- Implement ongoing enhancements based on results and impact

● Our Services

1. Organizational Consulting

To become the preferred partner in human capital strategy development and in empowering organizations to achieve leadership excellence and sustainable institutional success.

2. Reward & Compensation Strategies

Developing fair and motivating compensation, incentive, and benefits systems that support employee retention and engagement.

3. Talent Strategy & Competency Management

Providing end-to-end talent solutions, including competency assessments, development planning, talent attraction and retention programs, and leadership pipeline development—fully aligned with organizational performance.



● Our Services

4. Executive Recruitment

Sourcing and attracting senior-level leaders and highly qualified professionals aligned with organizational needs.



5. Governance & Data-Driven Decision Making

Developing policies, procedures, and governance frameworks, and enabling leadership with accurate data for informed decision-making.

Industries We Serve



Family Businesses



Healthcare Sector



Startups



Industrial Sector



Banking & Financial Sector



Retail Sector



Government Sector



Education Sector



Semi-Government Entities



Transportation & Logistics

● Our Impact in Numbers



+19
Years
Of Experience



+100
clients



+8
Industries
Served



+20
Successful Consulting
Projects

Our Partners

Page intentionally left blank / To be added



Contact Information

☎ 0505302060

✉ info@advancedtalent.sa

📍 Al-Naeem District – Jeddah – Saudi Arabia

8:00 AM – 5:00 PM

A close-up photograph of a person's hand in a dark suit jacket pointing their index finger at a tablet. The tablet screen displays the logo for 'ATS' in a stylized blue font, with the words 'ADVANCED TALENT SOLUTIONS' in a smaller, sans-serif font below it. The background is blurred, showing an office interior with windows and other people.

ATS
ADVANCED TALENT
SOLUTIONS

Quality Assurance

We commit to the highest quality standards by providing:

- Project-specific KPIs
- Regular progress reports
- Rigorous quality reviews at every phase
- Service Level Agreements (SLAs)
- Information security and confidentiality
- Post-implementation follow-up to ensure sustainability

