

إيساد
ESAD

حلول الموارد البشرية
HUMAN RESOURCES SOLUTIONS

CORPORATE
PROFILE

"The Way Forward"

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ABOUT US



Since
2012



Specialized in Staffing & Outsourcing, Recruitment, Services Solutions, Domestic Workers, Saudi Employment.



+10
Sectors



+25k Mobilizations
from **+22** Countries



+50
Partnerships with Overseas
Recruitment Offices

KSA Footprint:

HQ – Eastern Region
Central Regional Office
Western Regional Office



3rd Company to get
Licensed by HRSD



+51K
Individual Clients



+300
Corporate Clients



Value & Volume

Propositions for Large
Mobilizations in minimal
timeline.



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WHAT DRIVES US



VISION:

To be the most Strategic Outsourcing Services Partner in the Kingdom of Saudi Arabia, with a reputation built on innovative, ethical, and sustainable business excellence.



MISSION:

To enable organizations to succeed by engaging them with the best talent and providing the most innovative service solutions.



VALUES:

Passionate
Reliable
Innovative
Dedicated
Ethical

OUR JOURNEY



2012

- ESAD Established in Dammam
- Launched ESAD Staffing & Outsourcing Services

2015

- ESAD Staff Reached +10K
- Investment in SILAH

2017

- ESAD Staff Reached +12K

2019

- Launched HADER App

2021

- ESAD Staff Reached +15K

2023

- Publishing First ESG Report
- Establishing HADER Website

2025

- Automation development on HR and IT systems.

2014

- Launched HADER Permanent Service

2016

- ESAD Expanded to Riyadh
- Launched HADER Hourly Service

2018

- Introduced HADER Permanent Service (Elderly Care & Chef)

2020

- Introduced HADER Hourly Service (Babysiter /Hospitality)

2022

- Launched ESAD Facilities Management
- Launched (DBRAH)

2024

- Partnership with Civil Society Council for Talent & CSR Impact

STAFFING & OUTSOURCING

SERVICES SOLUTIONS

DOMESTIC WORKERS

SAUDI EMPLOYMENT

TELEWORKS

MANAGING DIRECTOR MESSAGE



Because People Lead the Way Forward...

We believe people are important: they make businesses successful and daily life better. And we know that every job, no matter how seemingly big or small is essential. After all, each person has talents, skills, and aptitudes for certain roles and responsibilities.

At ESAD, we excel at identifying the right individual for each job. Our integrated one-stop services are known for their high quality, adherence to professional standards and ethical codes, compliance with government processes and laws, and competitiveness. Our trained and committed team is always ready to serve you, guided by our ethos of client-satisfaction.

Since our inception, client satisfaction matters. Therefore, we evolved from a single service vertical to multiservice with broad-ranging scalable capabilities and expanded across Saudi Arabia, building on the solid reputation we garnered in the Eastern Region. We're a services group dedicated to answering your diverse needs and we pledge to continue to evolve and innovate, without compromising on quality and excellence, long into the future.



Habib Ahmed
Managing Director

KEY SHAREHOLDERS

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AlKifah Holding is a leading investment company operating in Saudi Arabia since 1970 to provide a broad array of investments, focusing primarily on contracting, construction solutions, property development, business solutions, financing, paper production, education and renewable energy.



Rashed Abdul Rahman AlRashed & Sons Group is a dynamic, leading conglomerate in Saudi Arabia. The group has been instrumental in the development of the Saudi Arabian infrastructure for more than five decades .



Over the past 45 years, Dar Al Riyadh has evolved into a fully-integrated, value-added services company with a workforce of over 1,400 staff covering the length and breadth of the country. Through our nationwide office network, Dar Al Riyadh fulfils the needs of clients across the (semi) governmental and private sectors.



Al Rushaid Group is a prominent and leading KSA owned company operating nationally and internationally. Al Rushaid Group is principally involved in manufacturing, construction, engineering, trading, commercial real estate and technology.



As one of the largest investment groups in the Middle East, Al Muhaidib Group has investments in companies across a wide range of public and private sectors in Saudi Arabia and across the region. The primary focus is on the food & consumer, industrial & infrastructure, real estate, and financial investment sectors.



Beginning 65 years ago as a small service company established in Ras Tanura, AFG's first mover advantage saw it expand into new industries, pioneering many products and services along the way. It is well known for excellence across its business units, serving the Oil & Gas, Energy, Healthcare, Information Technology, Consumer, and Construction sectors.



Tamimi Group had its start when its late founder, Sheikh Ali bin Abdullah Al-Tamimi, in subsequent years, the group expanded into a wide range of business sectors such as construction, contracting, trade, catering, maintenance, operation, and retail.

BOARD OF DIRECTORS



Hani Al-Afalet
Chairman of the Board



Firas Bu Khamseen
Deputy Chairman of the Board



Motaz Kurdi
Board Member



Mahmood Al Kooheji
Board Member



Abdulrahman Al Fuhaid
Board Member



Ishaq AlOkroosh
Board Member



Khalid Al Khalil
Board Member



Umar Saleem
Board Member



Habib Ahmed
Board Member



Faisal Amin Rafie
Chief Operating Officer

Our focus is vibrant: to sharpen operations, strengthen execution, and position ESAD for sustained growth. With experience leading diverse teams across industries and regions.

I firmly believe that disciplined operations, empowered people, and a focused strategy are the cornerstones of meaningful impact. Together we, Simplify complexity, Drive operational efficiency, Build an agile, future-ready organization.

Believing in more than a plan "It's a commitment to excellence and a shared journey toward long-term success".



Monther Al-Shubat
Chief Financial Officer

Our priority is to fortify ESAD's financial resilience, ensure disciplined capital allocation, and drive sustainable, long-term value creation. With deep expertise across finance, treasury, and operational leadership.

I am committed to advancing financial transparency, optimizing returns, and supporting strategic growth initiatives that elevate shareholder confidence and position ESAD for enduring market leadership.

A strategic journey "Grounded in discipline, driven by performance, and focused on building lasting value".



Mohammad Al-Ghannam
Chief Compliance Officer

We embed a culture of integrity, strengthening governance, and ensuring unwavering regulatory compliance. With deep experience in compliance, governance, and risk management.

I am committed to building frameworks that not only meet expectations—but exceed them. Through proactive oversight, transparent practices, and a steadfast commitment to ethical leadership, we will reinforce ESAD's foundation for sustainable growth.

Enduring success "Built on integrity, resilience, and forward-looking leadership".



Ahmed Alubbad
Chief Shared Services Officer

Our mission is to enable ESAD's strategy through integrated, efficient, and scalable shared services that strengthen workforce deployment, enhance operational consistency, and support effective execution across the organization.

I focus on service governance, standardized people-intensive processes, and digital enablement to elevate service quality and reliability.

An enterprise enabler built for scale, guided by discipline, and centered on workforce excellence.

VISION 2030

إسناد
ESAD

Committed to the future, ESAD Services Solutions contributes to the Kingdom of Saudi Arabia's ambitions and Vision 2030



QUALITY OF LIFE PROGRAM

Our dedication to excellence plays a role in upgrading the quality of services provided across cities in Saudi.



NATIONAL TRANSFORMATION PROGRAM

Our solutions not only help our clients do business better but also raise the standards of services provided to citizens. Our landscaping services encompass protecting and rehabilitating natural landscapes. And we actively hire women to increase women's participation in the job market.



HEALTH SECTOR TRANSFORMATION PROGRAM

Our staffing, outsourcing, recruitment, and manned services forte in turn improves the quality and efficiency of health services and enhances traffic safety. This is because we find the right people for each job.

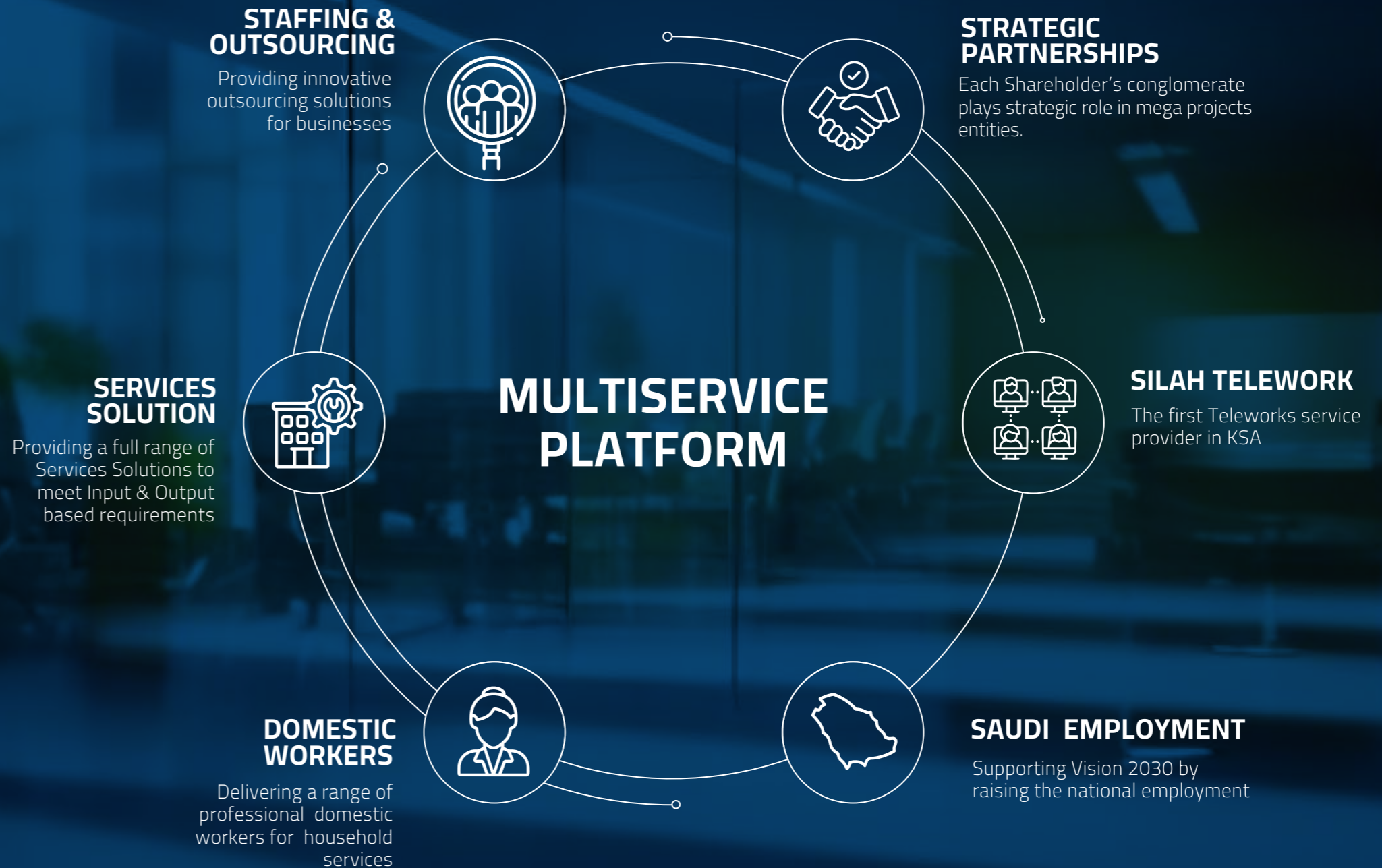


NATIONAL INDUSTRIAL DEVELOPMENT & LOGISTICS PROGRAM

We hire Saudis in diverse industries in a bid to strengthen non-oil sectors.

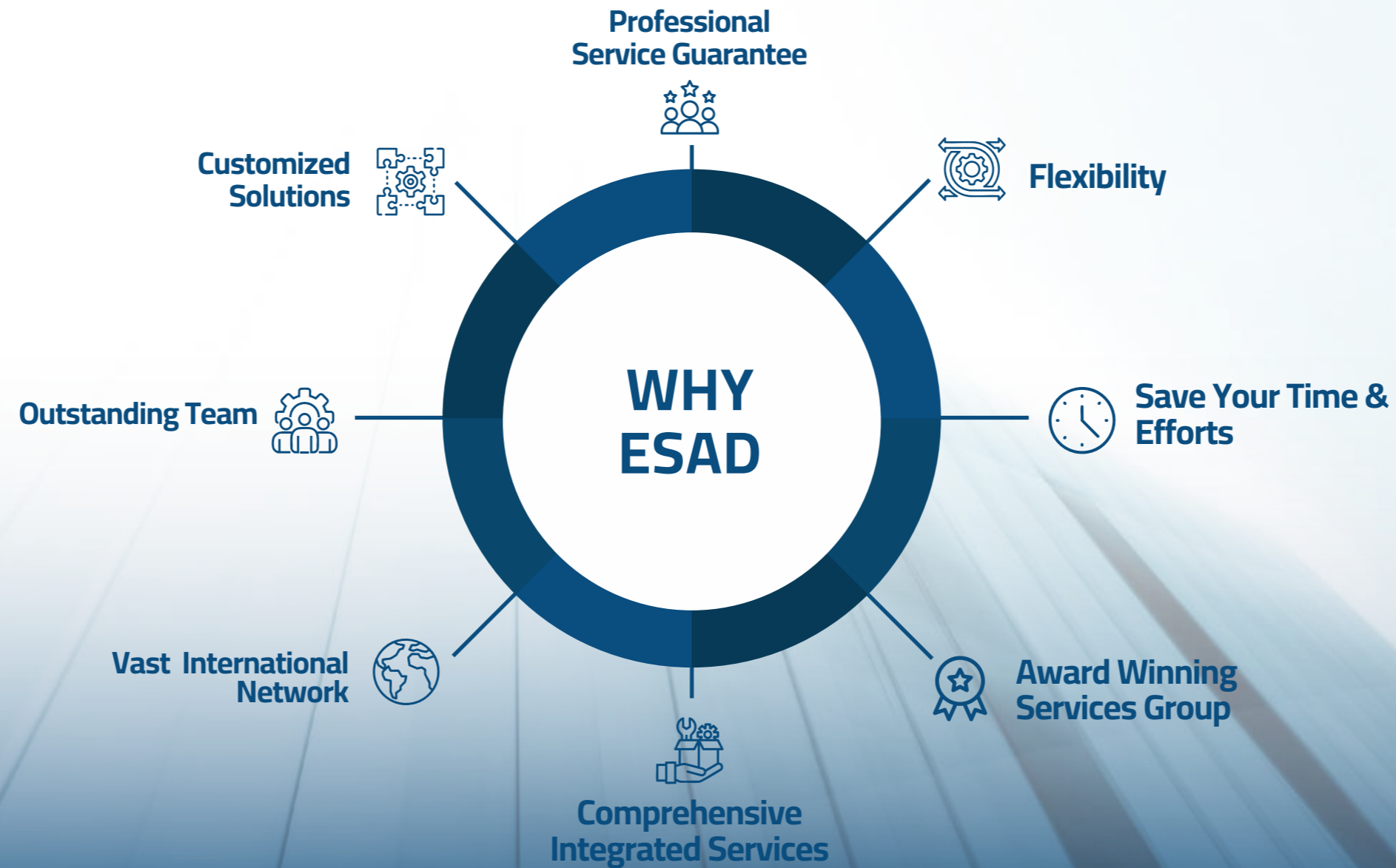
MULTISERVICE PLATFORM

ESAD is a one-stop services Solutions for all your Staffing and Outsourcing, Services Solutions, Domestic Workers, and Saudi Employment need throughout the Kingdom of Saudi Arabia.

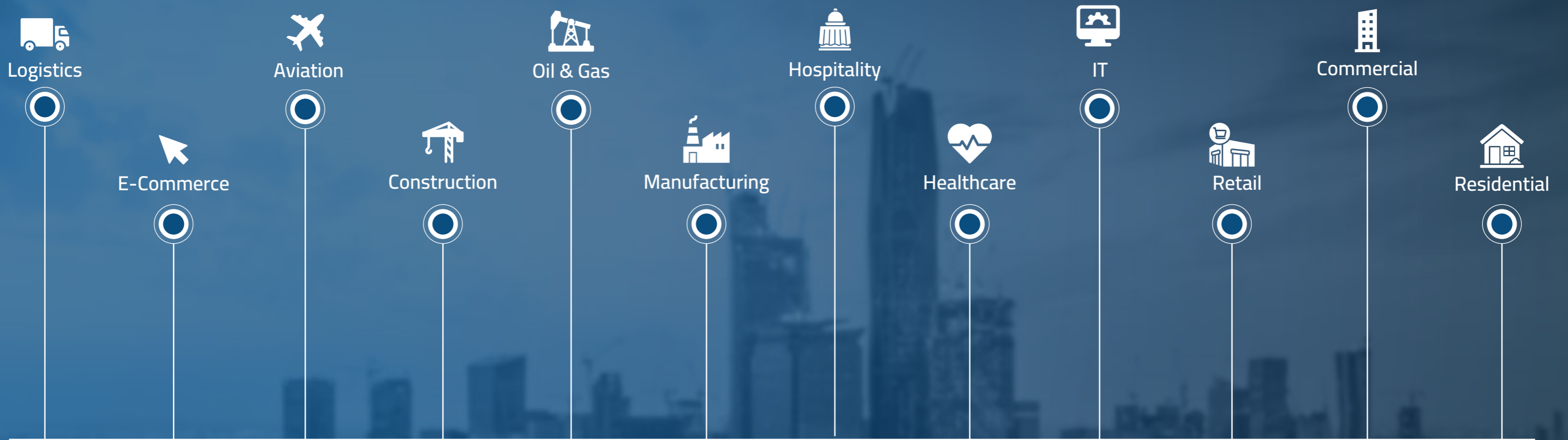


WHY PARTNER WITH US

We create and deliver one-stop integrated services that are customized to meet your unique needs across the Kingdom of Saudi Arabia. Offering a wide range of services and innovative solutions that empowers client focus on their core business.



OUR SECTORS FOOTPRINT



OUR SECTORS FOOTPRINT

OUR KEY CLIENTS

إسعاد
ESAD



MANAGEMENT STAFF



MANAGEMENT STAFF

MANPOWER NATIONALITIES

إسعاد
ESAD



+22 COUNTRIES

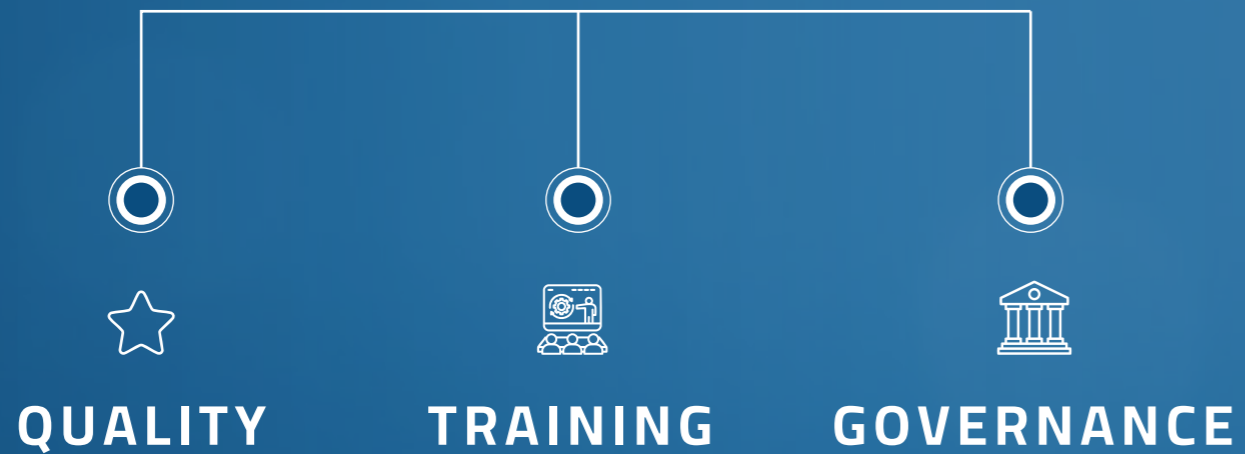
STAFFING & OUTSOURCING | SERVICES SOLUTIONS | DOMESTIC WORKERS | SAUDI EMPLOYMENT | TELEWORKS

#THEWAYFORWARD

CENTER OF EXCELLENCE

Our **CENTER OF EXCELLENCE** team is leading the way in exploring and adopting new technology tools, techniques, and practices.

We manage **Five Key Areas** to effectively run our continuously evolving Center of Excellence (**CoE**):



CORPORATE CERTIFICATIONS & MEMBERSHIPS

Our layered commitment to excellence has earned ESAD widespread recognition, including numerous **awards, certifications, and corporate memberships** — testament to our high standards of professionalism

AWARDS & CERTIFICATIONS



MEMBERSHIPS



SPONSORSHIPS & CSR



SERVICE OFFERING

إسعاد
ESAD

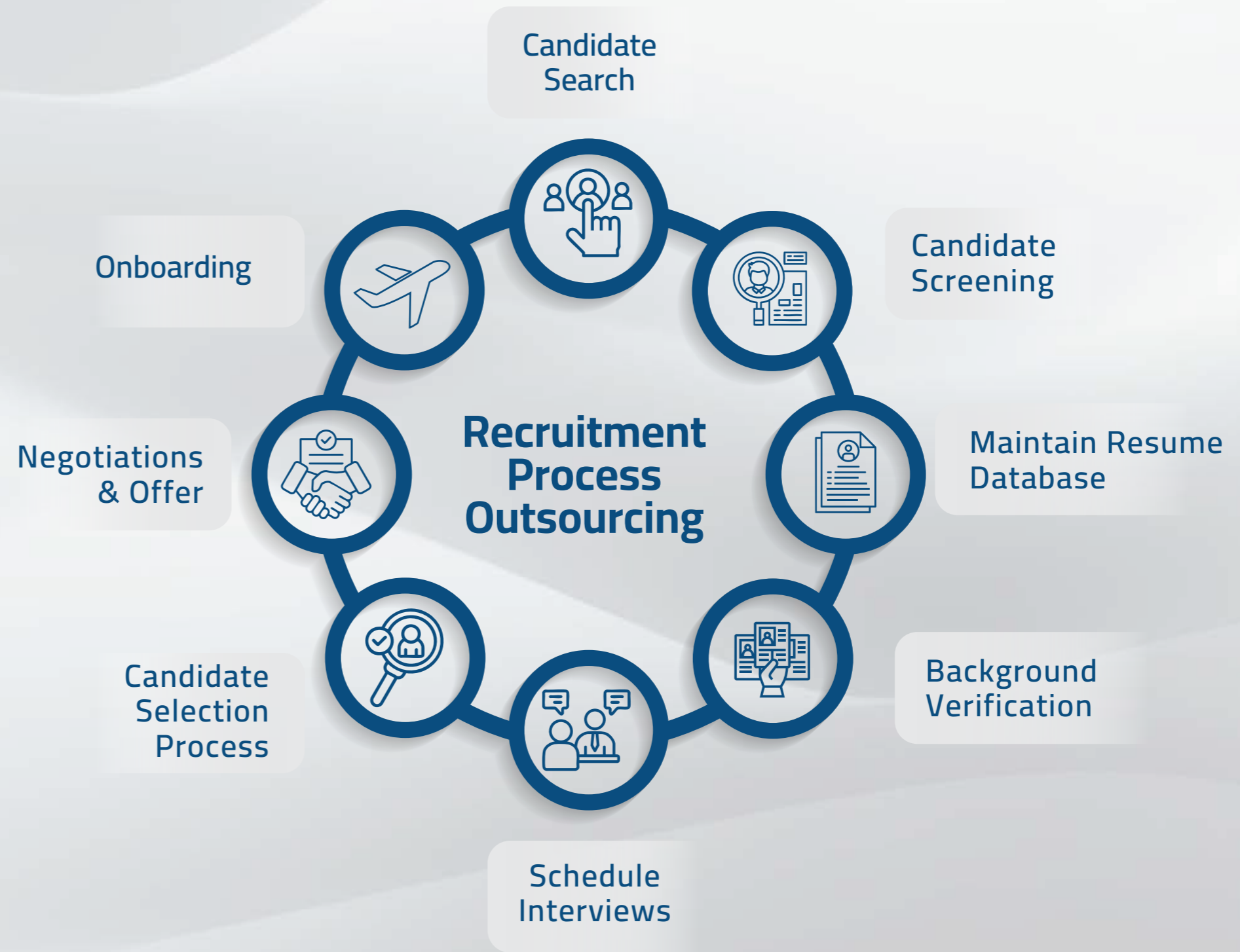


STAFFING & OUTSOURCING



ONBOARDING PROCESS

Every materialized account is assigned to a dedicated Overseas & Local Recruitment Agent to understand the skillset and mobilization timelines need, followed by the scheduled engagement to ensure on time mobilization planning.



DEDICATED OPERATING SERVICES



Our Key Account Management approach ensures the smooth day-to-day operations backed by Weekly & Monthly meetings focusing on feedbacks to enhance growth in services delivery and meet additional requirements.



DOMESTIC WORKERS



DOMESTIC WORKERS



IMPROVING LIVES THROUGH INNOVATIVE CONVENIENCE

Hader is an innovative and easy to use B2C App, Website, and Call Service that connects individuals with trained staff from:

Indonesia, Philippines, India, Ghana, Nigeria, Bangladesh, Uganda, and other countries.

+180,000
CONTRACTS

+540,000
VISITS



Hourly Housemaid



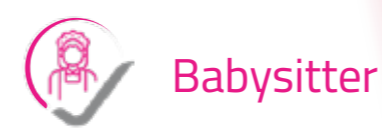
Permanent Housemaid



Personal driver



Home Chef



Babysitter



Elderly Care

DOMESTIC WORKERS



HADER HOURLY

A versatile solution designed to accommodate diverse lifestyles, Hader's Hourly Services are ideal for individuals who require household support one to three times a week. With flexible weekly and monthly contract options ranging from 1 to 5 months, Hader offers a convenient and practical choice.



ADVANTAGES

Service Convenience:

Requesting a service is just one click away. Our services are available even on Fridays.

Trained & Professional Staff:

All staff undergo comprehensive training to ensure professional service delivery. To prioritize client satisfaction, staff changes can be requested in accordance with the terms and conditions.

Practical Payment:

Payment is simple and hassle-free, with one all-inclusive fee covering everything, plus multiple payment options available, including Apple Pay, STC Pay, Visa, Mastercard, and Mada.

Straight to Your Door:

Our services include transportation for our staff members to and from their homes.

Round the Clock Support:

24/7 customer service.

DOMESTIC WORKERS



HADER PERMANENT

A lasting solution designed to simplify life.

Hader Full-time Services are the ideal option for anyone seeking professional household help on a full-time basis. Clients have the flexibility to select their monthly contract length, ranging from 1 to 24 months.



ADVANTAGES

Quick Request Placement:

Requesting a service is just one click away via the App, Website, or Phone.

Speedy High-Quality Service:

Upon an individual's request, a household service professional can start working within just 4 hours. To guarantee high-quality service, all providers receive training to perform quickly and efficiently. Additionally, if necessary, a staff replacement can be arranged according to the terms specified in the contract.

Affordability & Choice:

A variety of flexible packages and contract periods are available at very reasonable prices

Hassle-Free Payment:

The fees cover all costs (from recruitment to medical insurance, residence permit, and salaries). For added convenience, there are several payment methods to choose from (Apple Pay, STC Pay, Visa, Mastercard, and Mada).

Round the Clock Support:

24/7 customer service

DOMESTIC WORKERS

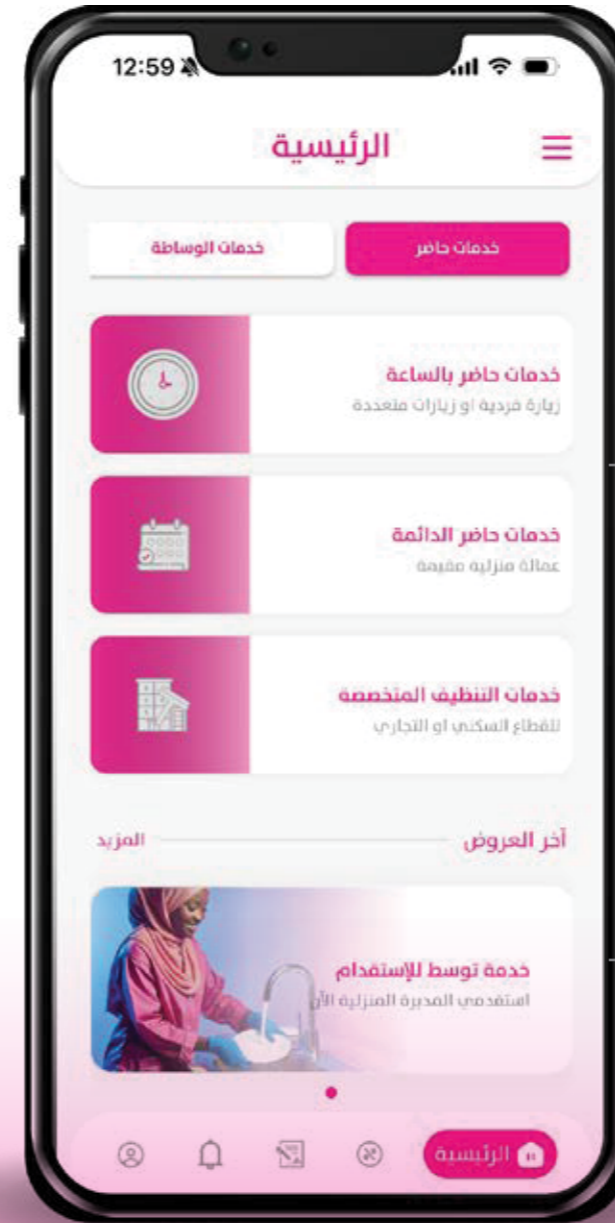
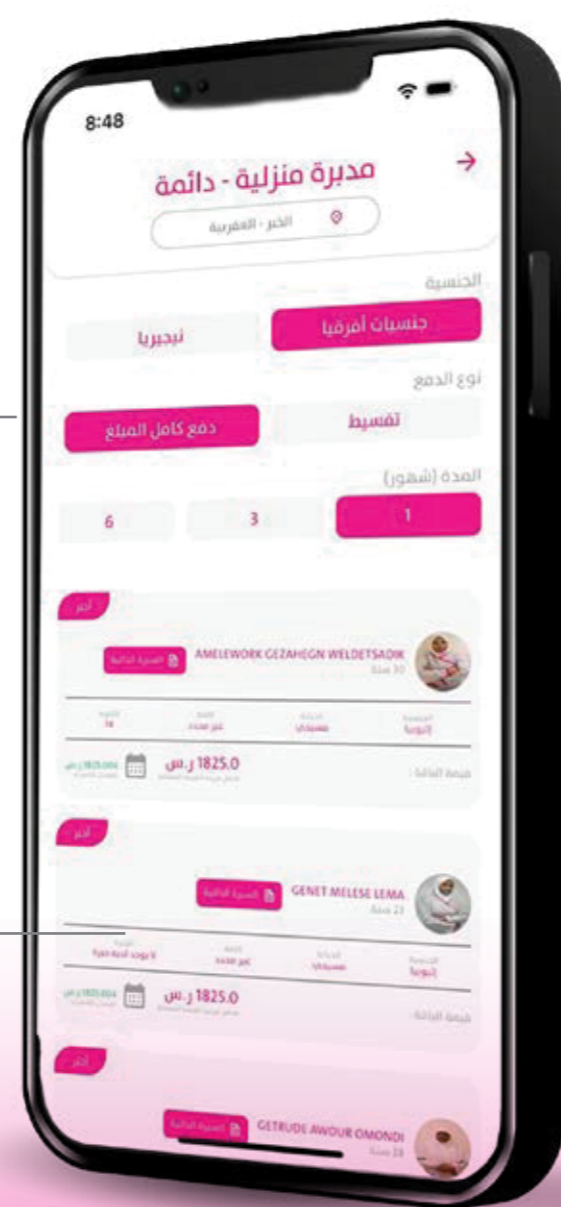


HADER APP

Easy & fast contracting process with secure payment options




Self-Service



Various household offers and packages

Hourly or permanent home services



كيس

SAUDI EMPLOYMENT

STAFFING & OUTSOURCING

SERVICES SOLUTIONS

DOMESTIC WORKERS

SAUDI EMPLOYMENT

TELEWORKS

#THEWAYFORWARD

SAUDI EMPLOYMENT

دبراه



We work to provide the service through an automated program and technical programs specialized in the management of human resources, with high efficiency and continuous development to ensure the smooth process of managing HR operations and the ease of submitting the application, whether for the job applicant or the employer, and linking the contracting process between the two parties.



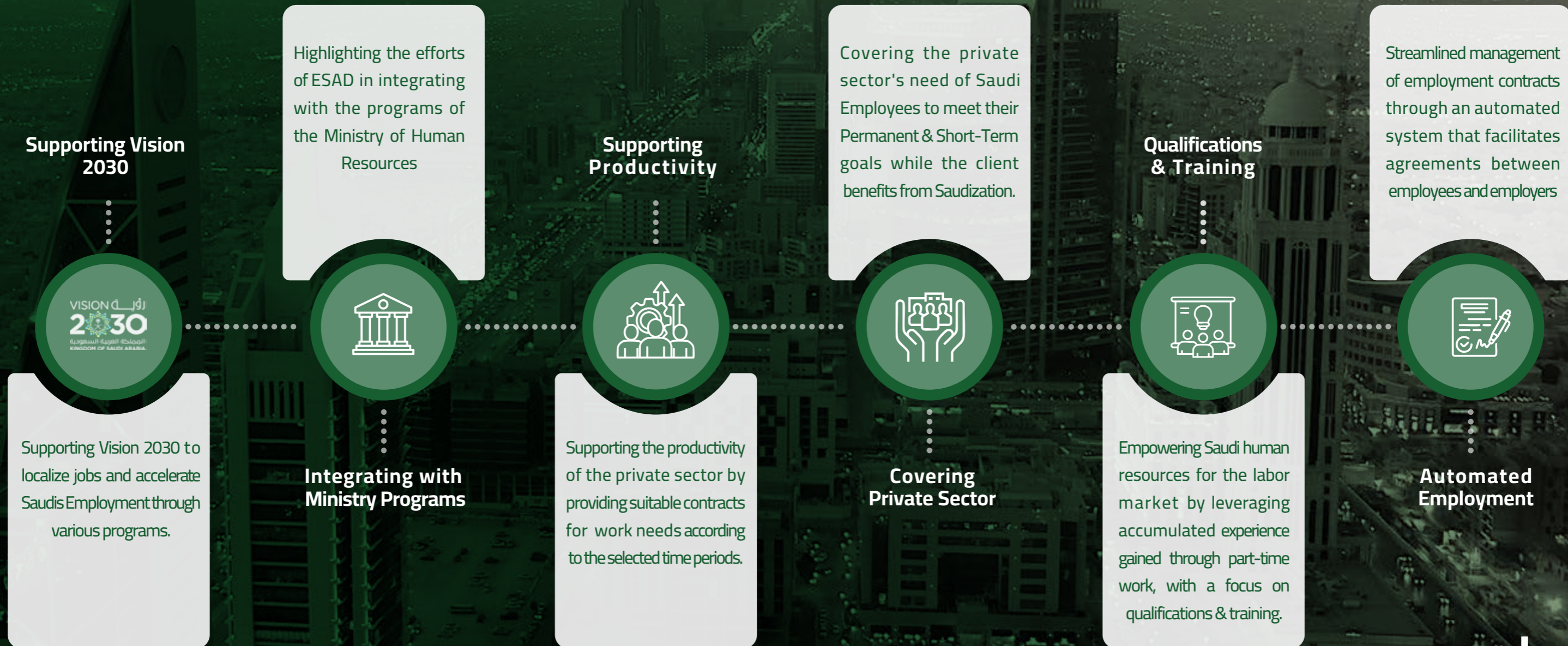
DBRAH was launched to employ Saudis to provide integrated solutions for managing, attracting, selecting and employing Saudi human resources to work for clients in several sectors and several professions for the various employment contracts approved by the Ministry of Human Resources, whether for permanent work or flexible work.



Contributing to Saudi Vision 2030's goal to support the economy by raising the National Employment rates in the market and improve the unemployment through a set of initiatives launched by the Ministry to empower Male and Female citizens and stimulate the private sector, while the client is benefiting the Saudization.

SAUDI EMPLOYMENT

The program aims to empower Saudi Males & Females to engage them in Short and Long-Term contracts in various sectors according to their expertise and experiences, while supporting the client with hassle free onboarding solutions.



SAUDI EMPLOYMENT SERVICES

FLEXIBLE WORK

An hourly employment service that connects businesses with job seekers to work for others based on specific time slots—whether a single shift or multiple agreed-upon periods each month—tailored to the needs of the designated sectors receiving the service.



PERMANENT WORK

We support the search and selection of candidates based on specific job descriptions, assigning them for permanent roles under fixed-term or open-term contracts lasting at least one year. DBRAH takes full responsibility for human resources management, providing comprehensive and integrated services.

صلة



TELEWORKS

TRANSFORMING BUSINESSES

SILAH is a pioneer Saudi company licensed by the Saudi Ministry of Labor & Social Development that offers innovative strategies and solutions to empower business performance & efficiency in Saudi Arabia, using cutting-edge IT and communications technologies.

SILAH implements procedures & SaaS-based platforms that embodies a modern virtual work methodology to advance employees' productivity and organizational performance for both private and governmental establishments. Digitally integrated workforce performs assignments remotely using computers, VoIP, virtual offices, cloud-stored files and more.



+37,000
Trainees



+1,200
Companies



+7,000
Teleworkers

IDENTIFYING & SECURING TALENTED CANDIDATES FOR PLACEMENT:

- Innovative E-recruitment process: AI shortlisting, Video - interviewing & data centralization.
- Manage pre-joining formalities and documentation.



Saudization Consultation:

Silah's consulting team runs organizational structure review, job analysis & on-job training plans to enable the establishment of Saudization excellence and compliance.



Executive Search:

Our team is able to hire professionals by working side to side with clients and fully understanding position specifications to actively source & access the best candidates both locally & internationally.



Outsourcing Solutions:

- Recruitment Process Outsourcing (RPO) – where all or part of the hiring process is outsourced to Silah.
- Business Process Outsourcing (BPO) – where an operational business unit is transferred to Silah.

إسناد ESAD

طبول الموارد البشرية
HUMAN RESOURCES SOLUTIONS

د.س.هـ
SAUDI EMPLOYMENT

ESAD
SERVICES SOLUTION

حاضر
عمالة اجترافية متخصصة
DOMESTIC WORKERS

صلة
TELEWORKS

The Way Forward



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