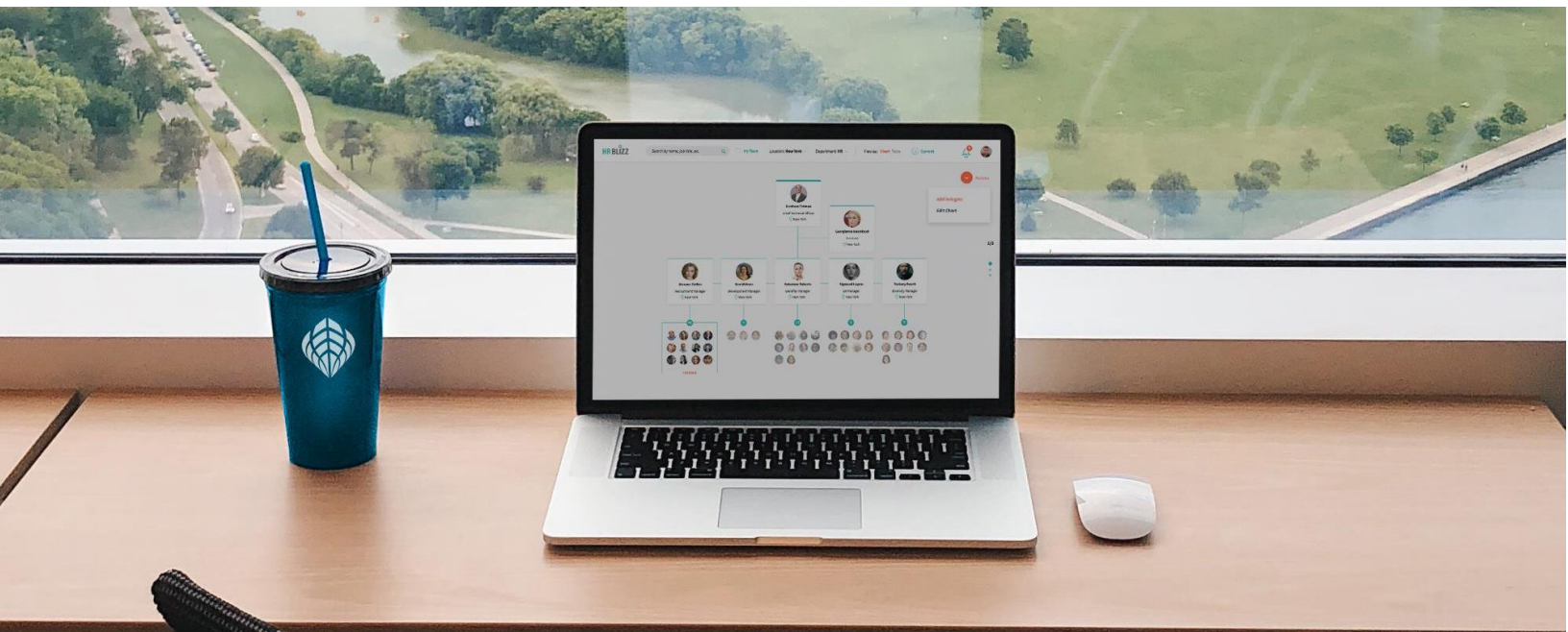




Simplifying Employment
Tasks Worldwide

Statutory Change Alert

Saudi Arabia – Professional Verification Program



KINGDOM OF SAUDI ARABIA



8 March 2021



MERCANS

We help you achieve your global ambitions

Thank you for trusting Mercans to outsource your HR and Payroll functions. We propose HR consulting services, actionable solutions, and cost-effective global payroll processing tools to energize your human capital management in real-time and augment your performance. We are dedicated to becoming your business growth facilitator.



Global Payroll Solutions – Boost your HR brand and employee satisfaction

Rationalize your HR budgets, monitor your data, and optimize your global payroll tasks in real-time. Systematize processes and streamline HRM lifecycles with HR Blizz™, our unified SaaS platform, to ensure your employees are paid accurately and on time.



PEO/GEO Services – Easily hire, deploy and manage your workforce abroad

A reliable Professional Employer Organization (PEO), Mercans is your trusted employer of record to globally select, engage, and manage highly qualified personnel on your behalf, through integrated Global Employment Outsourcing (GEO).



Global Talent Acquisition – Quickly fill vacancies with only the best candidates

Mercans supports you in designing/deploying long-term HR strategies and processing full-cycle recruitment. Our ATS Suite Mesaar™ and our hiring experts help to screen, select, attract the right candidates for your organization and populate your pipeline of prequalified talents.



BPO Services – Reclaim the focus on your core activities to expand your business

Concentrate on the essentials: outsource non-primary activities and your front- and back-office functions to Mercans. Save the time, money, and energy needed to refine the value chain engagement of your customers and suppliers and increase revenue.



HR Management SaaS – Access customizable cloud-based online platforms

Centralize your HR function on an all-in-one user-friendly and self-service platform. Combined with the expertise of our consultants, the Mesaar SaaS offers a built-in applicant tracking system and easy-integration features to improve internal processes.



Local Statutory Compliance – Forget the hassle of setting up branches abroad

Mercans seasoned HR advisory team are compliance experts specialized in local cultures, business protocols, and tax and legal specificities. They are committed to ensure quick go-to-market abroad and achieve a compliant global expansion, risk-free from A to Z.



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Mercans at a Glance

140+

Countries

20

Years of Success

500+

Specialists

5k+

Customers Worldwide

97%

Client Retention Rate

1.5X

Annual Revenue Growth

25k+

Largest Single Country Payroll

2.5M+

Pay Slips per Annum

0

Security Breaches

Number one for outsourced payroll services, we are endorsed by international authorities.



Mercans has the highest industry quality and IT security certifications.





Saudi Arabia - Professional Verification Program Launched.

The Ministry of Human Resources and Social Development (HRSD) announced on 7 March 2021, the “Professional Verification” program, in cooperation with the Ministry of Foreign Affairs and the Technical and Vocational Training Corporation.

The program aims to verify that all skilled workers in the Kingdom of Saudi Arabia have the required skills to perform the occupation they were recruited against effectively and will include practical and theoretical examinations in the workers’ specialized fields.

The “Professional Verification” program has two separate tracks: one track aims to examine all skilled workers in their countries, in cooperation with selected international examination centers, before their arrival to the Kingdom. While the other track aims to examine existing skilled workers in Saudi Arabia in cooperation with certified local examination centers.

HRSD urges all employers to begin the verification process for their current skilled workers in the Kingdom, as the verification will become gradually enforced - based on the size of the establishment - starting in July 2021.

As for the other track, the work visas for the targeted positions will be linked to the skilled worker passing the examination in his country and will be enforced on a gradual basis in accordance with a roll-out plan developed with the Ministry of Foreign Affairs and the countries where the employees are travelling to the Kingdom from.

The Professional Verification program is expected to develop the skills of the workforce in Saudi Arabia according to international standards to meet the needs of the Saudi labor market, and it will target more than 1,000 specialized professions belonging to 23 specialty fields as per the Saudi Standard Classification of Occupations.

It should be noted, that this program is a part of the Professional Accreditation system, which seeks to regulate the labor market and improve the quality of employment in Saudi Arabia.



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HRSD urges all establishments wishing to conduct the examination for their skilled workers during the non-compulsory period commencing on 8 March 2021 to register via the program's official website: <https://svp.qiwa.sa/>.

Please contact your Mercans' services delivery team for any additional information regarding the implications of the above change.



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They already trust Mercans

accenture



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KARCHER

L&T Infotech

McLaren
AUTOMOTIVE

ManTech
International Corporation

NOKIA



TESLA

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What Makes Mercans your HR and Payroll Partner of Choice?

We Simplify Employment Tasks Worldwide

Everywhere for Everyone

We are a borderless people engagement enabler, driven by technology and innovation. We deliver bespoke human capital management services and global payroll solutions to empower businesses across 110+ countries regardless of their organizations' size and their industry. We pride ourselves on being global people experts with a striking local presence, committed to making your teams happy, and ensuring the consistent and sustainable growth of your organization.

Local Presence. Regional Strategy. Global Success

Supported by 500+ payroll and HR specialists with in-depth local knowledge, Mercans operate globally. Our pioneering human resources consulting services and trailblazing SaaS platforms are already satisfying 5,000+ international clients, ensuring timely measurable results and bottom-line savings. Thanks to success-oriented teams striving for excellence and taking care of our clients' tasks within budget, we have gained the trust of major multinational companies.

A Revolutionary Service Delivery System

Say goodbye to third-party service providers, offshore call centers, fragmented data, and endless chains of sub-contracts.

Mercans cloud-based SaaS Products, HR Blizz™ & Mesaar™, combine the performance of proprietary technologies with a human touch. Cost-effective, they are fully-compliant self-service tools, packed with smart built-in features for your peace of mind. All your data are integrated into single interfaces accessible from everywhere and on any device.

Trailblazing Cloud-Based SaaS Products

HR Blizz & Mesaar, our Software-as-a-Service platforms, both propose a preconfigured API integration capability with all the major global HRMS platforms, including SuccessFactors, Workday, Oracle HCM, and MS Dynamics. All Mercans systems and processes are GDPR compliant, ISO 9001, 20000, 27001 certified, and SOC 1 and SOC 2 audited. A registered Finpro expert, Mercans is also a member of the Global Payroll Association and the Global Payroll Management Institute.



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