



# HQ ADVISORY

## SAUDI RELOCATION BLUEPRINT

PERSONALISED ASSESSMENT / BASED ON  
YOUR PROFILE

# Work Visa → Fast-Track Premium Residency (Special Talent Track)

## Executive Summary

Your profile aligns with high-demand talent categories in Saudi Arabia. Your seniority, experience, and industry background indicate potential eligibility for the Special Talent Residency, usually accessed after securing a skilled role in the Kingdom. This route typically begins with a work visa, followed by upgrading to long-term residency for eligible professionals.

## Recommended Pathway

Recommended Pathway: Work Visa → Fast-Track Premium Residency (Special Talent Track)

## Why This Fits You

- Your role level matches senior profiles commonly hired into major transformation programs.
- Your experience meets typical thresholds for high-impact specialist roles.
- Your industry is one of Saudi's priority sectors (e.g. digital, data, AI, technology, engineering, financial services, consulting, innovation).
- Your answers suggest interest in long-term relocation rather than a short assignment.

## High-Level Eligibility Overview

- Employment in a qualifying profession within a priority sector.
- Demonstrated expertise, seniority, or leadership.
- Competitive employment contract and compensation package.
- Clean background and compliance checks.

*Eligibility based on publicly available program descriptions for Special Talent / premium residency.*

## Step-by-Step Timeline

Step 1: Secure a role in Saudi Arabia with an employer operating in your sector.

Step 2: Ensure the employer appears on the official PR whitelisted employer list (Premium Residency website).

Step 3: Employer issues a work visa and coordinates relocation steps.

Step 4: Arrive in Saudi and convert your visa into an iqama (residency ID).

Step 5: Build a strong track record (performance, conduct, contribution).

Step 6: Based on role, salary, and impact, explore eligibility for Special Talent residency and submit an application through official channels.

## Key Considerations

- Special Talent pathways are generally reserved for professionals with significant expertise or leadership in priority fields.
- The quality and reputation of your employer matter, especially if they are part of national transformation programs.
- Maintaining strong performance and a clean compliance record is essential for future residency upgrades.

## Common Mistakes

- Expecting Special Talent residency immediately on arrival.
- Assuming any employer can nominate you, instead of targeting those on the PR whitelisted employer list.
- Not keeping accurate documentation of employment, role, and achievements.
- Relying solely on informal advice rather than reviewing official program details.

## What You Should Do Next

- Focus your job search on employers included in the official Premium Residency whitelisted employer list.
- Prepare a clear CV emphasising seniority, measurable outcomes, and domain expertise.
- Research current demand and roles for your skillset in Saudi Arabia using public job platforms.
- Review official Special Talent / premium residency information for up-to-date criteria.