

# Raheeq Al-Binali

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## Summary

Driven Talent Acquisition Head with over 10 years of experience in recruitment and talent acquisition strategies. Proven expertise in developing effective talent acquisition plans and managing senior-level recruitment. Successfully implemented recruiting procedures and built an HR system from the ground up at LCA. Holding Company. Committed to leveraging a strategic approach to sourcing and attracting top-tier candidates, ensuring alignment with company goals, and adding significant value in the recruitment landscape.

## Experience:

### Mar 2023 – Present **Talent Acquisition Head, Aljomaih Beverages Company – Pepsico**

- Spearheads and oversees the organization's recruitment and talent acquisition strategies. Take the lead and responsible for developing and implementing effective talent acquisition plans, sourcing and attracting top-tier candidates, and building a strong talent pipeline.
- Identify talent needs, design recruitment processes, and ensure the hiring of suitable candidates with experience.
- Partnering with leaders within the organization to track the ongoing hiring needs of their business.
- Managing end-to-end recruitment for senior roles.
- Identifying and partnering with external providers as required to ensure hiring needs.
- Defining and driving the TA team to meet and exceed hiring benchmarks relating to time to fill, cost per hire, diversity hiring, and hiring manager and candidate satisfaction.
- Leads the TA team in all career forums.
- Changed and developed the employment strategy and plans from A to Z.
- Working with the team on time management in the recruitment cycle.

Jan 2020 – Jan 2023 **Recruitment Manager, LCA. Holding Company**

Nov 2018 –Jan 2020 **Talent Acquisition Assistant Manager, Olayan Financing Company**

Apr 2015 –Nov 2018 **Talent Acquisition Specialist, Olayan Financing Company**

Apr 2013 \_ Apr 2015 **Recruitment Coordinator, Olayan Financing Company**

Sep 2012\_ Apr 2013 **Saudization Coordinator, Olayan Financing Company**

Feb 2009 – Apr 2012 **Administrator, King Saud University**

## Education:

### **King Faisal University.**

Bachelor of Business Administration.

### **KFUPM**

Master of Human Resources - 2025

### **ICS**

CIPD Level 7 - 2025

## Skills:

Recruitment Analytics and Metrics.

Applicant Tracking System (ATS).

Decision-Making

Employment Law and Compliance Knowledge.

Onboarding Process Management.

Negotiation

Problem-Solving

Relationship-Building

Industry Knowledge