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Global Immigration alert

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Saudi Arabia

Regulatory update on the use of the “General Manager” job title for foreign employees

Executive summary

Saudi Arabia’s Ministry of Human Resources and Social Development (MHRSD), through the Qiwa portal, recently restricted the option for foreign employees to change their job title to “General Manager” through a standard profession change request. Foreign employees may still be appointed as general managers, provided they hold the same title in the company’s commercial registration (CR).

Background

The ability to change an employee’s Iqama occupation to “General Manager” is now restricted when submitting modification requests through the Qiwa portal.

Key developments

The following considerations apply with the restriction:

- *Expatriates can still hold the “General Manager” job title:* The “General Manager” job role is not restricted to Saudi nationals, and foreign employees remain eligible to hold this position if the title is listed in the company’s CR and reflected accurately in the employment contract. Foreign employees may still be appointed as general managers through a new work permit or work visa authorization, after which the individual can be added to the CR with the “General Manager” title.
- *The restriction:* The option to change a foreign employee’s job title to “General Manager” through a profession change request in the Qiwa portal has been restricted.

Impact on employers

Employers may update internal processes to ensure compliance and inform impacted employees about the new requirements to mitigate delays and business disruptions.

Key steps

EY will continue to monitor these developments. Should you have any questions, we encourage you to contact one of our immigration professionals.

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