

SALIM S. AL-REJAIE, PhD & CHRO

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- 🚩 **CHRO, Implementing Leadership and Expenditure Efficiency**
 - 🚩 **Former Head of KSU Human Resources and former Secretary for KSU Nomination & Remuneration Committee (NRC)**
 - 🚩 **Professor in Pharmacology & Toxicology and Accredited Pharmaceutical Science Consultant**

Career interests & goals

Go beyond assessment phases to move forward to the operational work of administrative, development strategies.

Professional experiences

Received Chief Human Resources Officer Program (CHRO) from Emeritus by the Wharton School, University of Pennsylvania; Former secretary for the Nomination & Remuneration Committee at King Saud University (KSU); 8 years' experience as Head of HR at KSU, in charge of around 18K staff (Engineers, employees, health specialties and faculties); Participation in expenditure efficiency in human resources; Have some experience in a medium to large scale HR transformations, restructuring initiatives/projects and policies as well as some experience in total rewards strategies; Good experience in experience in job evaluations ; Career competitions, voluntary work and initiatives; Handled internal investigations and conflicts resolution.

With overall 17 years' experience in leadership and multiple task roles within our organization. Working with and managing several scales of teams. Establishment of development and effective programs in scientific research and innovation; Board member for implementing university statute; Head of the 9th (2017) and the 5th (2023) employment process teams for the Institutional Accreditation Review Panel for KSU; Implementing KSU new ERP (RASSEN); Redesigning KSU HR hierarchy and organizational structure and performance manager for KSU faculty, health specialties and employees; Handling KSU staff promotion, job assessments, volunteering and initiatives; Managing service link for all KSU staff with the Ministry of Civil Affairs and Ministry of Finance. Team leader for translating KSU hierarchy titles, governmental civil service job titles project (around 8000 titles); Previous positions for 4 years include General Director as well as Vice Dean for Planning and Development at the Deanship of Faculty and Personnel Affairs. Former executive for the Vice Rectorate for Graduate Studies & Scientific Research for over 9 years. In charge of King Saud University profile booklet (2009-2014; about 35K printed copies in Arabic and English). Around 17 years implementing multidisciplinary experiences. Member of the Saudi Society of Poison Control.

Areas of expertise

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- Human resources
 - Numerations and remuneration for organizations
 - RFP and deliverables for strategic goals
 - Institutional accreditation
 - Expenditure efficiency
 - Performance managements

Education

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- Chief Human Resources Officer Program (CHRO), 9- to 12-month program, from Emeritus by the Wharton School, University of Pennsylvania, USA (2025)
 - Ph.D. in Pharmacology and Toxicology, East Carolina University, North Carolina, USA (March 2005)
 - Bachelor degree in Pharmaceutical Science, King Saud University (KSU), Riyadh, Saudi Arabia (May 1998)

Employments & Positions:

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- 2023-2025
Secretary for KSU Nomination & Remuneration Committee, as one of the major subcommittees under KSU board of directors.
 - 2017 – 2025
Dean for HR, King Saud University, Riyadh, Saudi Arabia
 - September 2013 – present
Professor, Department of Pharmacology, College of Pharmacy, King Saud University, Riyadh, Saudi Arabia December o6.
 - September 09-2013
Associate professor, Department of Pharmacology, College of Pharmacy, King Saud University, Riyadh, Saudi Arabia
 - May 2005
Assistant Professor, Department of Pharmacology, College of Pharmacy, King Saud University, Riyadh, Saudi Arabia
 - April 1998
Teaching Assistant in Pharmacology, King Saud University, Riyadh, Saudi Arabia

Highlighted councils and committees and subcommittees

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- Secretary of the Nominations and Rewards Committee
 - Deanship of Scientific Research Council
 - Deanship of Human Resources Council
 - Deans Advisory Committee
 - Permanent Committee for Archiving Management and Governance
 - Standing Committee on Human Resources Planning
 - Standing Committee to Raise Spending Efficiency
 - Standing Committee for the Regulation of Volunteering
 - Standing Committee for Academic and Professional Guidance
 - Standing Committee for Flexible Working, Shifts and Rotations
 - ERP New Financial and Administrative System Project Supervision Committee
 - Epidemics Committee
 - Standing Committee for Disbursement of Incentives to Health Workers
 - Review and Proposal Committee to Amend Certain Regulations of the University System
 - Standing Committee for External and Scientific Participation
 - Performance Management Committee

- Standing Committee on Scholarship and Training
- Standing Committee to Examine Initiatives and Achievements for Promotion
- Human Resources Restructuring Committee
- Job Reclassification Committee
- Committee to Review Complaints for Promotion Applicants
- Subcommittee on Flexible Working Hours
- Standing Committee on Housing
- Arranging and Managing the third Meeting of Deans and Directors of Human Resources and Faculty Affairs for Saudi Universities
- Standing Committee for the Evaluation and Development of the KSU Ideal Employee Award Experience
- Career Excellence Committee

Skills, training, workshops and activities

- May 2017, Attended the workshop "The Interpersonal and Strategic Bases for Effective Leadership", Academic Leadership Center at Ministry of Education, held at Holiday Inn Izdihar Hotel
- 2016-2017, Head of the 9th team (Employment Process) as part of the Institutional Accreditation Review Panel for King Saud University
- December 2016, Attended the workshop "The essential HR leader", Academic Leadership Center at Ministry of Education, held at Holiday Inn Izdihar Hotel
- October 2016, Attended the workshop "The essential academic leader", Academic Leadership Center at Ministry of Education, held at Holiday Inn Izdihar Hotel
- April 2011, Participant with King Saud University in the International Exhibition & Conference on Higher Educations, Riyadh, Saudi Arabia

References & publications

Other Names: Al-Rejaie, SS; Salim Alrejaie; Salim Al Rejaie

Search can be found under any of the official platforms:

<https://in.linkedin.com/in/Salim-Alrejaie>

<http://fac.ksu.edu.sa/rejaie/home>

<https://pubmed.ncbi.nlm.nih.gov/>

<https://orcid.org/0000-0002-9254-1087>

<https://www.webofscience.com/wos/author/record/A-1220-2011>

<https://scholar.google.com/citations?user=SDmdSlIAAAAJ&hl=en>

<https://www.researchgate.net/>