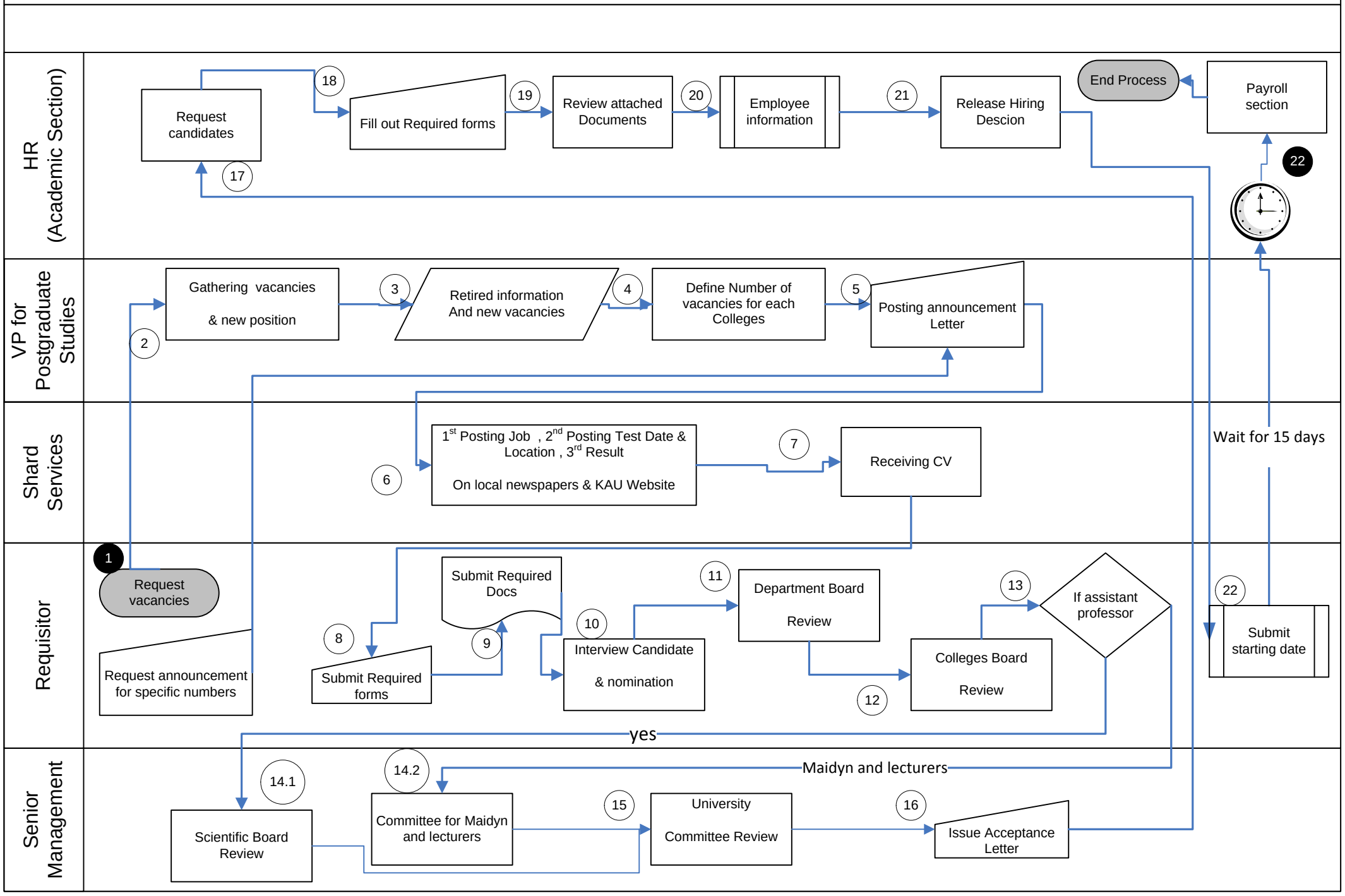(13) HR Academic Recruitment for Saudis