

# Nash Fernandes

## Technical Recruiter • US IT Staffing Specialist

Dubai, United Arab Emirates • +91 70579 12419 • nashfer21@gmail.com • linkedin.com/in/nash-fernandes  
Nationality: Indian • Visa status: *available on request* • Open to on-site / hybrid / remote across UAE & GCC

### Professional Summary

Dubai-based technical recruiter with 2+ years of international IT and non-IT staffing for US and global clients. Expert in end-to-end recruitment — sourcing, screening, submission and onboarding — across all US time zones, with a working command of US work authorizations (W2, C2C, GC, H1B, H4 EAD). Consistently exceed quarterly targets while maintaining a 60–75% submission-to-interview ratio. Skilled in Boolean / X-ray sourcing, LinkedIn Recruiter and Ceipal ATS. Open to relocation and on-site roles across the UAE.

### Core Competencies

- End-to-end recruitment (Sourcing → Screening → Submission → Onboarding) for IT & non-IT roles
- US IT staffing across all time zones; work authorizations: W2, C2C, C2H, GC, H1B, H4 EAD
- Senior, Director & C-level hiring across BioTech, Energy, Healthcare, Pharma, Financial & IT Consulting
- Sourcing tools: Boolean / X-ray search, LinkedIn Recruiter, Ceipal ATS, Zoho, Naukri, Indeed
- Market insights, salary benchmarking, candidate engagement & stakeholder collaboration

### Professional Experience

#### Technical Research Analyst / Talent Acquisition

Dec 2023 – Feb 2026  
US IT Staffing

[Endure Technology Solutions](#)

- Sourced and engaged top technical talent for US clients using LinkedIn Recruiter, Ceipal ATS and Boolean / X-ray search.
- Placed 30+ professionals annually across IT and non-IT roles, including senior, director and C-level hires.
- Maintained a 60–75% submission-to-interview ratio, exceeding quarterly targets by 15–20%.
- Recruited across BioTech, Energy, Healthcare, IT Consulting, Financial and Pharmaceutical sectors.
- Managed US work authorizations (W2, C2C, GC, H1B, H4 EAD) and recruited nationwide across US time zones.
- Reduced time-to-fill by 25% by streamlining pipelines and improving candidate engagement.
- Partnered with hiring managers on JDs, role alignment, market insights and salary benchmarking.

#### Trainee Research Analyst

Jun 2023 – Nov 2023  
Talent Sourcing

[Endure Technology Solutions](#)

- Supported sourcing through research, CV filtering and candidate communication.
- Assisted senior recruiters with ATS management and sourcing strategy.
- Built expertise in Boolean / X-ray search and AI-driven sourcing tools.

### Education

#### Bachelor of Computer Applications (BCA) — Goa University

2019 – 2022

Specialisation: Computer Software & Media Applications

### Certifications

- Modern Recruiter: Master Sourcing, Hiring & Onboarding — Udemy (2025)
- Master LinkedIn for Recruiting, Sourcing & Employer Branding — Udemy (2025)
- Modern Sourcer: Master X-ray & Boolean Search — Udemy (2025)
- Senior Talent Acquisition Specialist: Master Toolkit — Udemy (2025)

### Recognition & Languages

**Star Performer of the Quarter**, Endure Technology Solutions (2024). Languages: English (professional), Hindi, Konkani.