

# Fernando Cañas

Sr. IT Recruitment Consultant | IT Recruiter

## Profile

IT Recruitment Consultant with extensive knowledge on Technology recruitment (Software Development/Infraestructure/Cloud Computing/Big Data among others) working with clients in Canada, US, Central & South America. Experience in IT Recruitment Coordination plus expertise on Applicant Tracking Systems [ATS] (Avature, Workday, iCIMS) and boolean search commands used on applicable job portals such as Linkedin.

## Employment History

### Sr. IT Recruitment Consultant | IT Recruiter at Experis/Manpower Group, Uruguay

March 2018 – Present

**Responsibilities:**

- Full Life Cycle Recruitment Management for Top Software Development Companies in Uruguay.
- Recruitment coordination for one of the largest IT Companies in the world overseeing a team of 2 IT Recruiters.
- Sourcing & Recruitment processes for all IT candidates required by the business.
- Management of all English Native speaking Client and IT Recruitment Deliveries.

### Regional Recruitment Coordinator at TELUS International

September 2015 – December 2017

**Responsibilities:**

- Oversee the talent attraction for El Salvador & Guatemala for IT Outsourcing professional services.
- Standardize recruitment processes to improve efficiency on professional targeting.
- Direct report to Operations directors & Global Recruitment Manager on the completion of IT Recruitment objectives.
- Full Life Cycle Recruitment Management

**Achievements:**

- Promote growth of %150 in 2017 on IT Outsourcing positions for both El Salvador & Guatemala in Central America (Software Developers, IT Project Managers, Quality Analysts, Business Analysts, etc.)
- Development of best practices for IT recruitment standards
- PNL Training (Neurolinguistics Programming) to be applied to the recruitment interview process.

### Technical Trainer at TELUS International

August 2013 – September 2015

## Details

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## Skills

- IT Recruitment
- Talent Management
- Recruitment Management Tools (ATS)
- Agile Software Development

## Languages

- Spanish
- English
- French

## Hobbies

Soccer, Video Games and hanging out with my family.

**Responsibilities:**

- Be familiar with different learning competencies and know how to utilize them while creating workshops.
- Sustain and promote a friendly and productive training environment.
- Develop different training materials for training incubation periods and periodical knowledge-gap trainings.
- Work alongside with an IT Project Manager from Google inc. to develop learning modules for upcoming growth projects.

**Achievements:**

- Trainer in charge of the ramp-up process for Google account in the Philippines.
- Trained an estimated amount of trainees ~300 and ~60 during international ramp-up.
- Development of technical writing manuals for trainers to help with the editing of Technical Help Center articles.

## Education

### Bachellor on Business Administration, Universidad Evangelica de El Salvador

January 2008 – Present

Currently undergoing the last 7 subjects to complete my B.A on Business Administration.

## Courses

### Web Development, UDEMY

May 2018 – June 2018

### React / Front end Development, UDEMY

June 2018 – July 2018

## References

**References available upon request**