

nairon.

We find AI-native engineers *who ship*

We build proprietary tooling and benchmarking systems to identify, train & place the next generation of AI-Native Engineers.

DUBAI, UAE · NAIRONAI.COM

• EXECUTIVE SUMMARY

Bridging the *AI-native* talent gap

Nairon is a data-driven technical recruiting startup that uses proprietary benchmarks to match companies with AI-native engineers — developers who don't just use AI tools, but build systems where AI is a first-class citizen.

600+

Engineers assessed

Flux

Proprietary benchmark

UAE

HQ — Global reach

2026

Founded

• PRODUCT & SERVICES

What we *offer*

Technical Recruiting

End-to-end hiring pipeline for AI-native engineers. From sourcing to placement, powered by data — not gut feel.

Flux — AI Workflow Tool

Open-source structured scoping, execution, and review plugin for AI-augmented development. 30+ curated tools.

• HOW IT WORKS

01

Source

AI agents like OpenClaw scan and identify qualified candidates from global talent pools

02

Benchmark

Candidates are scored on AI-nativeness using our proprietary Flux benchmark — not resumes

03

Match

AI-driven matching pairs vetted engineers with open roles based on skills, culture, and fit

04

Place

End-to-end support from interview to onboarding. Data-backed, fast, and precise

Why *Nairon*

Traditional recruiting relies on resumes and interviews. We measure what actually predicts performance in the AI era.

<h3>Agent-first thinking</h3> <p>They design systems where agents are first-class citizens. The codebase, the CI pipeline, the review process.</p>	<h3>Eval discipline</h3> <p>They treat AI output like an untrusted junior's PR. They catch hallucinations systematically.</p>	<h3>Token efficiency</h3> <p>They think about context windows, model selection, and cost-per-output like senior engineers think about queries.</p>
<h3>Data-backed</h3> <p>Every engineer comes with benchmark scores</p>	<h3>Faster hiring</h3> <p>Pre-vetted talent pool, no guesswork</p>	<h3>Quality signal</h3> <p>Real builders, real metrics, real outcomes</p>

Go-to-market *approach*

01

Community-led growth

Slack community, open-source Flux tool, and Universe platform to attract engineers organically

02

Content & thought leadership

Blog, podcast, events, and benchmark publications establishing authority on AI-native talent

03

Product-led acquisition

Flux as a free developer tool drives adoption. Users become candidates in the talent network

04

Enterprise outreach

Targeted outreach to CTOs and engineering leaders at companies building AI-native teams

- FINANCIAL PROJECTIONS

Revenue *model*

Multiple revenue streams built around data-driven recruiting and AI-native assessment.

Placement fees

15% – 20% of annual comp

- GROWTH TARGETS

Year 1

Establish talent pipeline, 10+ engineer placements, Flux adoption among 200+ developers

Year 2

Scale placement volume, enterprise assessment contracts, regional expansion

Year 3

Platform monetization, international presence, 100+ annual placements

• HUMAN RESOURCES

Building the *team*

• CURRENT TEAM

2 founding members

CEO & AI Engineer

AI-native operations

Lean team amplified by AI tooling and automation

Full-stack capability

Product, engineering, business development covered in-house

• HIRING PLAN

Q2 2026

Talent acquisition specialist, community manager

Q3 2026

Senior recruiter, marketing lead

Q4 2026

Enterprise sales, additional engineers

2027

Scale to 6–9 team members across functions

• MANAGEMENT TEAM

Built by *builders*



Obaid Ur-Rahmaan

Founder & CEO

Technical leadership across the full stack. Architecting Flux, NBench, and the Nairon platform.



Abdi

AI Engineer

AI-native engineer building the core platform, assessment tooling, and automation infrastructure.

How in5 accelerates *Nairon*

01

Workspace & infrastructure

Dedicated workspace to build, collaborate, and host client meetings in Dubai's innovation ecosystem

02

Network & partnerships

Access to in5's corporate network, mentors, and potential enterprise clients seeking AI talent

03

Licensing & legal

Business licensing support to operate as a recruiting startup in the UAE market

04

Visibility & credibility

Association with TECOM and in5 strengthens trust with enterprise clients and international talent

Let's *connect*

EMAIL

obaid@naironai.com

PHONE

+971 58 894 1635

WEB

naironai.com

LINKEDIN

[/company/nairon-ai](https://www.linkedin.com/company/nairon-ai)

X

[@nairon_ai](https://twitter.com/nairon_ai)

GITHUB

[Nairon-AI](https://github.com/Nairon-AI)

DUBAI, UAE