

AKINBODE TOLULOPE GIDEON

HR Manager · Business Analyst

Strategic People & HR Leader with 8+ years of experience designing and scaling high-impact talent ecosystems, compensation architectures, and performance-driven cultures across fintech, e-commerce, and professional services. Proven track record of partnering with executive leadership to translate business strategy into measurable people outcomes—driving cost optimisation, workforce productivity, and organisational growth.

Certified Business Analyst with deep expertise in people analytics and workforce transformation, known for reducing HR operational costs by up to 65%, improving employee capability, and building data-driven HR functions that directly influence revenue, retention, and operational efficiency.

Lagos, Nigeria
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CORE COMPETENCIES

HR Operations	Talent Acquisition · Compensation & Benefits · Employee Relations · Policy Development · Performance Management
Analytics	IBM SPSS · Predictive Modelling · Data Visualisation · Workforce Surveys · Labour Market Research · SQL
Recruitment	Technical Recruitment · Boolean Search · ATS Management · End-to-End Hiring · Talent Sourcing
Tools & Tech	Microsoft Office Suite · Zoho HR · SeamlessHR · Octane · HR Analytics Dashboards · Oddo
Soft Skills	Conflict Resolution · Crisis Management · Cross-functional Communication · Emotional Intelligence · Training & Development

PROFESSIONAL EXPERIENCE

Head of People Operations

Dec 2025 – Present

Queens Moni · Lagos

- Lead the People Operations function at an executive level, setting the strategic direction for talent acquisition, organisational design, and workforce planning across the business.
- Architect and institutionalise people policies, frameworks, and processes that align culture, performance, and commercial objectives.
- Drive leadership capability building, succession planning, and high-potential talent programmes to future-proof organisational growth.
- Oversee total rewards strategy including compensation benchmarking, benefits design, and incentive structures that attract and retain top-tier talent.
- Act as a trusted C-suite advisor on all people-related matters, translating business goals into actionable HR strategies.
- Champion employee experience and engagement initiatives, embedding a culture of accountability, inclusion, and continuous improvement.
- Establish people analytics frameworks to provide data-driven insights on workforce trends, attrition, and productivity to executive leadership.

HR Manager

Jul 2024 – Dec 2025

CM Fintech Nigeria Limited · Ikeja, Lagos

- Oversee end-to-end HR operations for a growing fintech workforce, ensuring full alignment with company strategy and Nigerian labour regulations.
- Design and execute recruitment and retention programmes, reducing time-to-hire and improving workforce stability.

- Develop and enforce HR policies and best-practice frameworks, promoting a healthy and compliant work environment.
- Lead competitive compensation and benefits planning, benchmarking against market data to attract and retain top talent.
- Partner with department heads on employee relations, performance management, and conflict resolution.
- Conduct regular employee-satisfaction surveys; analyse results to drive measurable improvements in workplace culture.
- Ensure full compliance with data-privacy regulations and labour laws in a co-working fintech environment.
- Spearhead professional-development and workforce-optimisation initiatives to build organisational capability.

HRBP & Compensation Specialist

May 2022 – Jul 2024

Konga Group · Ogba, Lagos

- Developed and implemented a company-wide compensation framework aligned with business goals, embedding fairness and transparency across all pay-related decisions.
- Conducted rigorous salary and labour-market benchmarking studies, enabling competitive positioning in talent acquisition and retention.
- Designed and administered organisation-wide employee surveys; translated findings into targeted workforce and benefits improvements.
- Led regular audits of compensation practices and presented detailed reports and recommendations to senior management.
- Monitored legislative changes in compensation law, maintaining continuous compliance with applicable labour regulations.
- Managed the full-cycle recruitment process — sourcing, screening, interviewing, assessment, and onboarding — securing high-calibre talent.
- Authored detailed job descriptions and competency-based interview guides, measurably improving hire quality and cultural fit.

Human Resources Officer

Aug 2021 – May 2022

Packago App Limited · Lekki, Lagos

- Independently maintained optimal staffing levels by proactively tracking vacancies and driving targeted recruitment campaigns.
- Introduced a structured ongoing-training programme for existing staff, increasing customer-service quality scores by 50%.
- Cut HR department costs by 65% by implementing alternative, cost-effective candidate-outreach strategies.
- Resolved 5+ interdepartmental conflicts through expert mediation, restoring team harmony and cross-functional productivity.
- Partnered with operations leadership to launch company-wide employee programmes including performance bonuses and enhanced benefits.

Human Resources & Client Relations Executive

Mar 2020 – Aug 2021

Proficient Outsourcing Managers Limited · Ikeja, Lagos

- Consistently delivered all hiring and training cycles under budget across multiple client accounts.
- Upheld legal compliance and provided high-level advisory support to business stakeholders on policy interpretation and employment terms.
- Maintained accountability for the successful execution of client service-level agreements.
- Collaborated with HR business partners to deliver line-management training in key policy and regulatory areas.
- Developed and maintained online training materials for the HR Connected Toolkit, enhancing workforce capability.

Human Resources Assistant (NYSC)

Nov 2018 – Oct 2019

Lagos Island Local Government · Lagos Island, Lagos

- Designed and led a targeted 3-day onboarding programme, educating new staff on organisational policies and procedures.
- Managed timekeeping records and coordinated payroll processing for accurate and timely salary disbursement.
- Maintained employee and contract files to ensure regulatory compliance and smooth office operations.
- Oversaw multi-department recruitment cycles, ensuring consistently high-quality candidate selection.

Administrative Officer

Aug 2015 – Jul 2016

Toluwalashe Clinic and Maternity Home · Sango Otta, Ogun State

- Recognised as Employee of the Month twice for outstanding dedication and performance excellence.
- Chaired bi-weekly meetings with nine department heads, aligning goals and resolving operational challenges to boost cross-departmental productivity.
- Accelerated the appointment system by integrating an interactive calendar, eliminating scheduling bottlenecks.
- Led the centralisation of the company database, enabling fast and accurate information retrieval across departments.

ADDITIONAL EXPERIENCE

Senior Business Systems Analyst (Side Project)

Nebiant Analytics (Hybrid, Lagos) Mar 2025 – Dec 2025

- Led business systems analysis and process optimisation initiatives, translating business needs into functional and technical requirements.
- Collaborated with cross-functional stakeholders to design data-driven solutions improving operational efficiency and decision-making.
- Developed business process models, requirement documentation, and system workflows to support product and analytics teams.
- Supported implementation of analytics-driven frameworks, strengthening data utilisation across client projects.

EDUCATION

Higher National Diploma — Business Administration & Management

2018

Allover Central Polytechnic, Ogun State

Ordinary National Diploma — Business Administration & Management

2012

Allover Central Polytechnic, Ogun State

CERTIFICATIONS & PROFESSIONAL AFFILIATIONS

- **Business Analysis Certification** — Nebiant Analytics
- **Data Analysis with IBM SPSS** — Institute of Data Research (IDR)
- **SPHRi — Senior Professional in Human Resources (International)** — In View
- **Student Member** — Chartered Institute of Personnel Management of Nigeria (CIPM)

References available on request