

Olanrewaju Alao
Lagos, Nigeria, Phone: +2349035112578
alaoholla@gmail.com

CAREER OBJECTIVE: a results-driven Human Resource professional with a strong background in organizational strategy, talent management, and HR consulting. Leveraging proven expertise in workforce planning, compensation frameworks, employee engagement, and performance management to deliver impactful HR solutions that align with organizational goals. Seeking to contribute to a forward-thinking organization where my skills in data-driven decision-making, stakeholder management, and innovative HR strategies will drive operational excellence and foster a culture of continuous improvement.

EDUCATION

Lagos State University (LASU)

2018 - 2022

Programme: Bachelor of Science, Industrial Relations & Human Resource Management

Academic Standing: First Class Honours

CGPA: 4.65

Relevant Courses: Human Resource Management, Human Resource Accounting, Management, Economics, Calculus, Statistics

SKILLS

- Communication Skills
- Analytical Skills
- HR Operations and Administration
- Problem-Solving and Critical Thinking
- Interpersonal Skills
- Data Analytics Skills
- Industry knowledge (Oil & Gas {Upstream & Downstream}, Financial Technology, Consulting, Pension)

WORK EXPERIENCE

People & Change (HR Consultant), KPMG West Africa

Jan 2023 – Dec 2024

- Worked on a detailed compensation and benefit framework for a public investment agency, analyzing compensation structures and industry benchmarks.
- Executed a comprehensive workload analysis with my teammates, for a regional electricity distribution company, assessing staffing needs and operational efficiencies.
- Facilitated interviews with key stakeholders to evaluate workload capacity within the regional electricity distribution company.
- Executed a comprehensive capability assessment, Organisation structure review & redesign, staff rationalization, staff audit/verification for a regional electricity distribution company.
- Executed a comprehensive remuneration survey across 22 firms in the upstream oil and gas sector, computing and analyzing payroll data to assess competitive compensation practices. Collaborated with industry stakeholders to identify trends and benchmarks, resulting in strategic insights that informed compensation strategies and enhanced workforce retention.
- Executed a comprehensive remuneration survey across 15 firms in the Financial Technology sector, computing and analyzing payroll data to assess competitive compensation practices. Collaborated with industry stakeholders to identify trends and benchmarks, resulting in strategic insights that informed compensation strategies and enhanced workforce retention.
- Executed a comprehensive remuneration survey across 15 firms in the downstream oil and gas sector, computing and analyzing payroll data to assess competitive compensation practices. Collaborated with industry stakeholders to identify trends and benchmarks, resulting in strategic insights that informed compensation strategies and enhanced workforce retention.
- Worked on a range of proposals encompassing remuneration benchmarking, organizational structure and design, HR audits, and performance management frameworks. Leveraged analytical skills to provide strategic insights and tailored recommendations, enhancing organizational effectiveness and ensuring alignment with best practices in human resources.
- Conducted comprehensive analysis and computation of staff databases to support an extensive staff verification process.
- Participating in client meetings to gather necessary information and provide basic HR advice.
- Writing compelling and strategic proposals that effectively communicate value propositions, align with client needs, and secure funding or project approvals.
- Writing clear and comprehensive engagement letters that outline terms, expectations, and deliverables for clients and stakeholders.

- Worked alongside a cross-functional team to develop an effective organizational structure, Competency framework and review, skills audit and competencies, performance management framework and redesign for a prominent pension fund.
- Worked alongside a cross-functional team to develop a change management framework and KPI development for a leading national oil corporation.

Head of Research/Operations Intern, Lagos State University

Nov 2021 – Oct 2022

- Coordination of all international academic exchange programs in LASU.
- Researching on available international engagements and activities.
- Planning and organizing international competitions between LASU and Foreign universities.
- Organizing and coordinating annual international academic fairs.

PROFESSIONAL CERTIFICATIONS

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| • Qualified Association of Accounting Technician (AATWA) | 2021 |
| • Chartered Institute of Personnel Management (CIPM) | In View |

ACHIEVEMENTS/ AWARDS

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| • Graduated top 10% in the faculty of Management Sciences, LASU | 2023 |
| • Best Graduating Student (Department), Industrial Relations & HRM, LASU | 2022 |
| • Overall 3rd position at the MASSA Global Challenge Award, LASU | 2020 |
| • Prospect candidate of the Young African Leaders Initiative | 2019 |

LEADERSHIP EXPERIENCE

President, Department of Industrial Relations & Human Resource Management, Set 2017/2018, Lagos State University, 2021.

- Coordinated and led a team, effectively managing and facilitating the department's activities.
- Created an effective structure by prioritizing difficult courses and delegating work to team members, which resulted in 90% productivity and achievement of the set-out goals.
- Facilitated the initiation of an MOU and partnership with a professional HR body, enabling students to pursue the certification exam through the school's route.

VOLUNTEER ACTIVITIES

Deputy Coordinator (Academics), Excel Minds Academic Group, Lagos State University Sept 2018 – Jun 2022

- Organized, lectured and oversee weekly tutorials for freshmen and sophomore students, which contributed to an increase in pass rates
- Prepared and designed study materials and assessments across accounting, economics, and business administration courses to aid learning