

# Joseph Idih

Human Resource Manager

+2348062863158 ◇ Idihjoseph@gmail.com ◇ 23 Mohammed Buhari street, Maraba, Abuja, Nigeria ◇ [LinkedIn](#)

## SUMMARY

I am a dedicated and results-driven Human Resources professional with cumulative 6 years of comprehensive experience in talent acquisition, employee relations, performance management, and HR policy implementation. He has a strong track record of fostering positive workplace cultures, supporting organizational development, and aligning HR strategies with business objectives. Known for his excellent interpersonal skills and ability to manage sensitive employee matters with discretion and professionalism, Joseph brings a proactive and solutions-oriented approach to workforce planning and employee engagement. He is committed to continuous improvement and delivering HR services that drive employee satisfaction and operational efficiency.

## EXPERIENCE

### Human Resources Officer/Human Resources Manager

Oct '23 — Present

Thunder Dynamics

Abuja, Nigeria

- Design and manage performance appraisal systems that drive individual accountability and support career development.
- Support organizational change efforts, culture transformation, and team development initiatives that enhance employee engagement and productivity.
- Create training programs and development pathways that build leadership capabilities and support continuous learning across the organization.
- Administer and review compensation structures and benefits programs to ensure internal equity and external competitiveness.
- Facilitate effective communication between leadership and employees, ensuring transparency and engagement across departments.

### Recruiter/Human Resources Representative (Contract)

Mar '23 — Oct '23

Richflood Foundation NGO

Abuja, Nigeria

- Oversee the implementation and optimization of HRIS platforms, ensuring efficient HR operations and accurate data management.
- Support strategic transformations and organizational restructuring through proactive change management strategies.
- Manage and mentor junior HR staff, fostering collaboration, knowledge-sharing, and professional growth within the HR department.

### Human Resources Manager/Human Resources Business Partner

Jan '22 — Jan '23

Swift Assest Limited

Abuja, Nigeria (Remote)

- Develop and update HR policies, ensuring compliance with labor laws, company policies, and ethical practices.
- Use HR metrics and data analytics to guide decision-making, monitor trends, and provide insights on workforce performance and turnover.
- Promote inclusive workplace practices and lead initiatives that foster diversity and belonging at all levels of the organization.
- Identify high-potential talent and create development plans to build leadership pipelines and reduce key position vacancies.

### Human Resource Manager

Aug '20 — Nov '21

Richflood International Ltd

Abuja, Nigeria

- Develop and implement HR strategies aligned with business objectives to support long-term organizational growth and workforce development.
- Lead end-to-end recruitment processes for senior and specialized roles, ensuring the organization attracts, selects, and retains top talent.
- Oversee employee relations strategies, mediate disputes, and ensure fair resolution of workplace conflicts in alignment with legal and ethical standards.

### Class Coordinator / Academic Supervisor (NYSC)

Aug '19 — Jul '20

Government Secondary School, UBE. Elekahia

Portharourt, Nigeria

- Prepare students for BESE (Basic Education Certificate Examination) through guided revision and assessment.
- Collaborate with fellow instructors and the school administration to enhance the learning experience.
- Prepare and maintain detailed lesson plans and teaching materials.
- Monitor and address student behavior, attendance, and emotional well-being.

## EDUCATION

### BA in Philosophy, Kogi State University

Apr '14 — Mar '18

Ayingba, Nigeria

- Degree

- WAEC

## CERTIFICATIONS

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<b>Project Management Foundations.</b> , LinkedIn	Jan '01
<b>Conflict Resolution Foundations</b> , LinkedIn	Mar '20
<b>Construction Management: Safety &amp; Health (2017)</b> , LinkedIn	Mar '20
<b>HR and Digital Transformation</b> , LinkedIn	Mar '20
<b>Human Resources Foundations (2015)</b> , LinkedIn	Mar '20
<b>Driving Workplace Happiness.</b> , LinkedIn	Mar '20
<b>Administrative Human Resources.</b> , LinkedIn	Mar '20
<b>Human Resources: Building a Performance Management System</b> , LinkedIn	Mar '20
<b>Human Resources: Creating an Employee Handbook</b> , LinkedIn	Mar '20
<b>Human Resources: Running Company Onboarding</b> , LinkedIn	Mar '20
<b>Human Resources: Selecting an HR System</b> , LinkedIn	Mar '20
<b>Human Resources: Understanding HR Systems Features and Benefits</b> , LinkedIn	Mar '20
<b>Management Foundations</b> , LinkedIn	Mar '20
<b>Managing Your Career as an Introvert</b> , LinkedIn	Mar '20
<b>Strategic Human Resources (2019)</b> , LinkedIn	Mar '20
<b>TAIT: Creating World Class Experiences</b> , LinkedIn	Mar '20
<b>The Human Resources Hero</b> , LinkedIn	Mar '20
<b>The Top PMO Challenges</b> , LinkedIn	Mar '20
<b>Building Self-Confidence</b> , LinkedIn	Feb '20
<b>Excel 2019 Essential Training</b> , LinkedIn	Feb '20
<b>Practical Creativity for Everyone</b> , LinkedIn	Feb '20
<b>Introduction to Global Environmental Facility (GEF)</b> , World Bank Group	Feb '20
<b>Introduction to The World Bank Environmental and Social Framework</b> , World Bank Group	Feb '20

## SKILLS & INTEREST

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**Skills** Computer Maintenance, Microsoft Office Tools, Internal Communication, Relationship Development, Blogging, Writing, interpersonal relationship

**Interests** Driving, Basket ball, Dogs, Games

**Languages** Hausa, Igala, Berom

## REFREES

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- Musa Adama  
Mail: Adamamusa32@gmail.com  
Phone: +2347032350458
- Babatunde .S. Ogundele  
Mail: Ogundele370@gmail.com  
Phone: +2347032519605