

# Akinfolarin Ajayi

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## PROFESSIONAL SUMMARY

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Highly effective Human Resources Professional, Technical Recruiter, Software Developer and SHRM-CP with 3+ years' experience in the HR domain, specifically, Recruitment and Retention, Strategic Planning, Talent Development, and Performance Management. Led the tech recruitment team to a 30% efficiency improvement through innovation and the automation of manual processes, resulting in a 300% improvement in the hiring success rate.

## WORK EXPERIENCE

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### Freelance Software Developer and Tech Recruiter

2022

Lagos

- Designed dynamic and responsive full stack web applications including an e-commerce app, a movie app, and a travel site
- Identified and corrected 10+ bottlenecks and 100+ bug fixes
- Developed and maintained 8+ front ends with a focus on creating an exceptional user experience
- Wrote front-end code, back-end code, and integrated 4+ frameworks and APIs
- Grew tech talent pipeline by 250+ new talents (and counting)

### HR Business Partner and Tech Recruiter

2018 – 2022

Access Bank • Lagos

- Improved employee satisfaction and retention by 9% through the development of innovative and effective employee engagement strategies
- Hired over 500 new employees for positions in various of departments, at levels ranging from interns to upper-level management
- Consistently achieved 90%+ average customer satisfaction rating from executives and employees served
- Worked with department heads to understand their department needs, and reduced the time to fill those needs by 33%
- Achieved a 15% improvement in employee performance by holding Performance Management and Improvement workshops with employees and their supervisors
- Monitored and ensured the training and development of a minimum of 80% of employees in functions managed each year
- Received a HR Ambassador and Talent Acquisition Specialist award for consistently ensuring an excellent candidate experience throughout the recruitment process.
- Architected and implemented changes to interview scheduling software to enable it to better suit the needs of the business

## EDUCATION

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### MSc Manufacturing Systems Engineering

University of Warwick • Coventry

### BEng Manufacturing and Mechanical Engineering

University of Warwick • Coventry

## **Full Stack Web Development Bootcamp**

GOMYCODE • Lagos

### **SKILLS**

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MS Office, Programming (HTML, CSS JavaScript, React.js, Node.js), Selection, Compensation, HR Policies & Procedures, Performance Management, Negotiation, Networking, Behavioural & Structured Interview, Relationship Building, Training, Organizational Development

### **PROFESSIONAL CREDENTIALS**

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- SHRM - Certified Professional (SHRM-CP)
- ACIB- Associateship of the Chartered Institute of Bankers