



u-connect 20 YEARS ANNIVERSARY

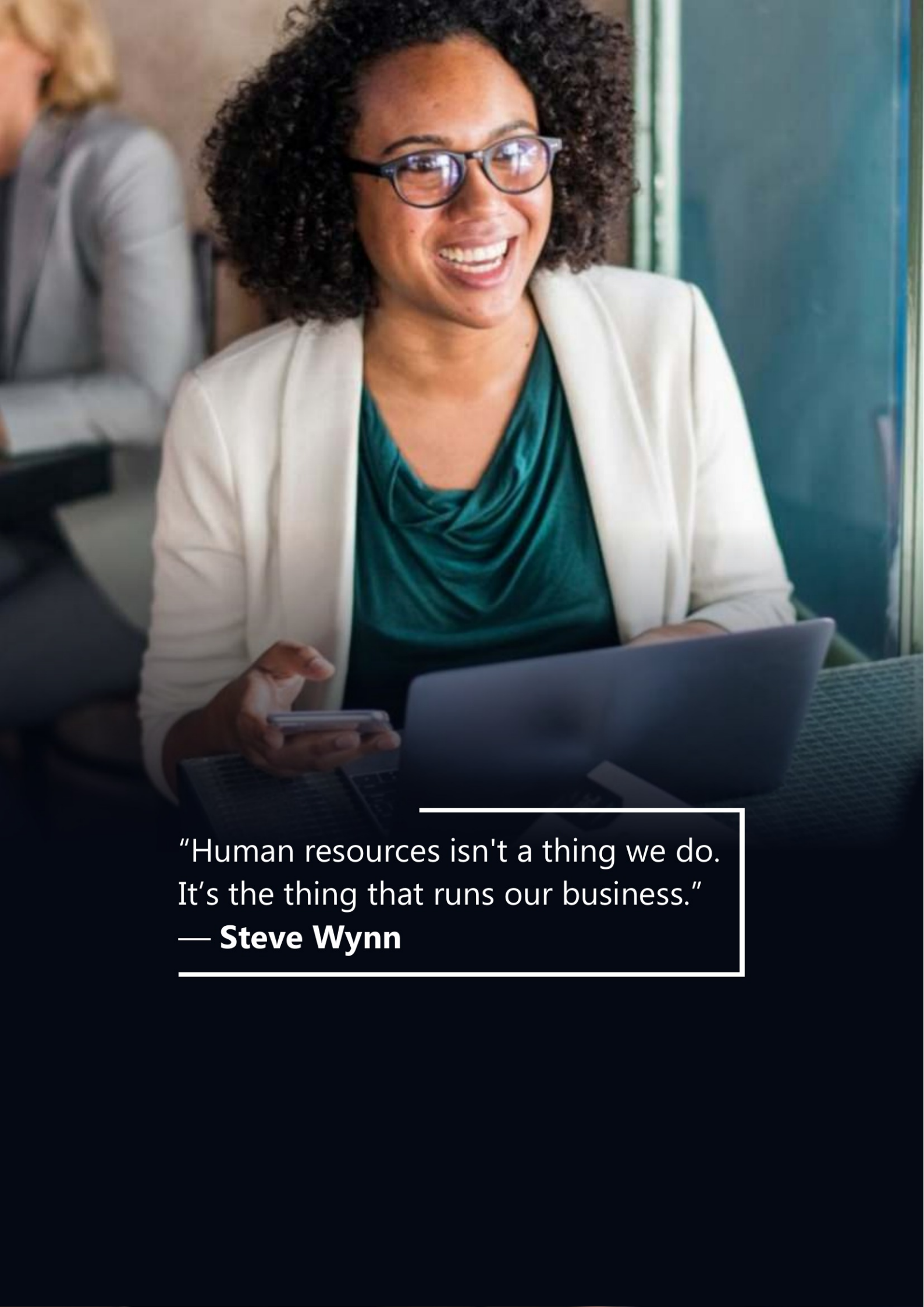
2 DECADES OF EXCELLENCE

CORPORATE PROFILE

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“Human resources isn't a thing we do. It’s the thing that runs our business.”
— **Steve Wynn**

ABOUT US

U-Connect Human Resources Limited is a leading provider of turnkey HR consulting services, delivering world-class, integrated HR solutions that span across all business functions.

Founded in 2004 and headquartered in Lagos, Nigeria, we have expanded our operations across the continent with six offices nationwide and a presence in Ghana, Mali, Ivory Coast, and Kenya. We are strategically positioned to deliver impactful results throughout Africa.

Over the years, we have built a proven track record of enabling businesses across diverse sectors to achieve their strategic objectives and improve operational efficiency. Our expertise spans industries such as Finance & Banking, Fintech, FMCG, Telecommunications, Hospitality, Insurance, Oil & Gas, Asset Management, Agriculture, Pensions, Legal Services, Conglomerates, and Government.

Our dedication to service excellence has been recognized with multiple awards, including the prestigious **"Nigerian Fast Growth" award** from **AllWorld Network & Harvard Business School in partnership with the Tony Elumelu Foundation.** We were also honored with a **Certificate of Excellence from Harvard Business School, the Global Quality Excellence Award in 2016 as the Most Innovative Quality HR Firm of the Year.**

Our top priority is to empower both your business and your workforce, ensuring sustainable success and growth.



Our Philosophy

Our aim is to bridge competency gap and create value for our clients as a result of the solutions we provide to them.

In view of this, we consistently adopt a thorough approach in understanding our client needs and consequently deploy customised solutions to:

- Assure the highest standards through the delivery of accurate and professional Customer Service
- Constantly develop new ideas and strategies for Companies to enhance their business processes as well as aid their growth.
- Constantly seek new methods to enhance our Performance and Assessment methods to guarantee we keep up with the advances in technology and best practices.
- Ensure unbiased and fair business practice throughout all aspects of our business





Our **Vision**

To be Africa's leading provider of innovative HR solutions that drive growth and maximize human potential for optimal performance.

Our **Mission**

Empowering organizations to build a purpose-driven workforce through cutting-edge human resources solutions that drive sustainable business growth.

EPIC Performance



Our Core Values

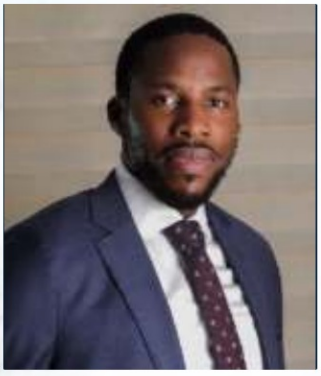
OUR LEADERSHIP TEAM



Mr. Victor **Famuyibo**
Chairman, Board of Director



Dr (Mrs) Omon **Odike**
Chief Executive Officer



Mr. Ikenna **Odike**
Director



Mr. Dima **Oruene**
Director



Mr. Ikechukwu **Ibeku**
Director



Mrs. Bisola **Runsewe**
Director

OUR SERVICES



INDUSTRIES WE SERVE

Two decades of experience. Every sector that powers Africa's economy.

For over twenty years, U-Connect has built deep operational fluency across the industries that drive Africa's economy. We design and deliver HR solutions for leading institutions in **Finance & Banking, Fintech, Telecommunications, FMCG, Hospitality, Insurance, Asset Management, Agriculture, Pensions, Legal Services, Conglomerates,** and **Government**, bringing the same rigour, discretion, and customisation to every engagement — regardless of how specialised or complex the sector.

BANKING & FINANCIAL SERVICES — A FLAGSHIP FOCUS AREA

Nigeria's banking sector is one of the most demanding talent environments on the continent — fast-moving, heavily regulated by the Central Bank of Nigeria, and dependent on a steady pipeline of skilled, compliance-literate professionals. For over fifteen years, U-Connect has been a trusted HR partner to banks and financial institutions, supporting clients including **United Bank for Africa, Access Bank, GTBank, Zenith Bank, Fidelity Bank, Union Bank, Stanbic IBTC, Standard Chartered, Ecobank, Providus Bank, Keystone Bank, FCMB, Titan Trust Bank, Coronation Merchant Bank, Greenwich Merchant Bank, Lotus Bank,** and **Chapel Hill Denham** — with talent recruitment and executive search, large-scale people outsourcing, background verification and credit checks for regulatory compliance, and HR policy, compensation benchmarking, and audit support tailored to banking operations.

OUR SIX SERVICE OFFERINGS

01 Talent Recruitment Services
Permanent, executive search, and graduate/internship placements tailored to your culture and growth plans.

02 HR Outsourcing Services
People outsourcing, Business Process Outsourcing, Project Outsourcing, and Employer of Record (EOR) solutions.

03 Learning & Development
Leadership, technical-skills, and resilience training that builds a future-ready workforce.

04 Background Checks
Comprehensive candidate verification for safer, more confident hiring decisions.

05 Assessment Solutions
Psychometric, competency, and situational-judgement assessments for objective talent decisions.

06 HR Business Advisory
HR audits, policy design and re-engineering, and compensation & benefits benchmarking.

Whatever the sector — from the trading floor to the well head — U-Connect brings the same depth of expertise. ***Explore each of our six service offerings in detail on the following pages.***

U-Connect Talent Recruitment Services

We offers specialized recruitment services designed to connect organizations with top talent across various industries. By leveraging an in-depth understanding of the Nigerian market and a network of qualified candidates, we ensure that companies receive the right talent tailored to their needs.

Our Recruitment Solutions:

1. **Permanent Recruitment**

Our permanent recruitment service focuses on finding full-time candidates who are committed to long-term success with your organization. We work closely with clients to understand their unique culture, values, and goals, ensuring we place professionals who align with these elements.

2. **Executive Search and Placement**

Our executive search service caters to senior management and executive-level roles, where strategic leadership and specialized expertise are essential. We extensive network and rigorous selection process ensure that we identify top-tier executives who can drive an organization's success and growth.

3. **Graduate and Internship Recruitment**

We connect organizations with young talent through graduate recruitment and internship programs. This service helps businesses find fresh graduates or interns who bring new ideas, enthusiasm, and the potential to develop into future leaders within the organization.

Our commitment to excellence and understanding of diverse talent needs ensures we provide quality candidates who are a perfect fit for each role. .....**We don't just hire but help build a workforce that fuels success.**



U-Connect Human Resources Outsourcing Services

With over fifteen thousand contingent staff supporting Nigeria's top corporations, we have delivered unique HR outsourcing solutions tailored to streamline operations, reduce costs, and enhance workforce efficiency across Nigeria and Africa.

Our team manages a broad spectrum of HR functions, allowing clients to focus on their core business goals while benefiting from expert HR support. At U-Connect, we view outsourcing as a long-term partnership rather than just a transactional contract, fostering enduring business relationships that drive mutual success.

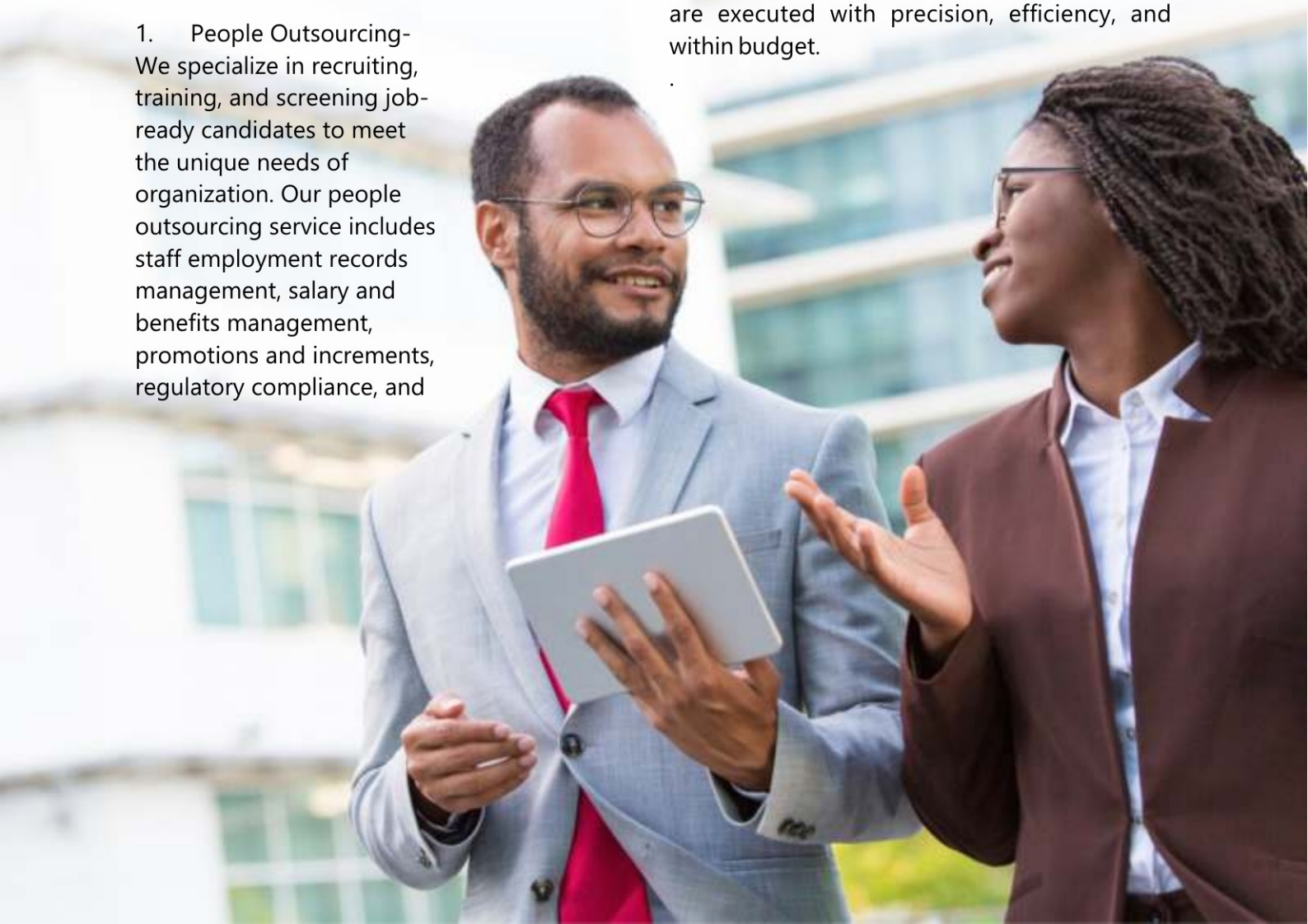
Our Outsourcing Offerings

1. People Outsourcing- We specialize in recruiting, training, and screening job-ready candidates to meet the unique needs of organization. Our people outsourcing service includes staff employment records management, salary and benefits management, promotions and increments, regulatory compliance, and performance management systems that enhance productivity and encourage a high-performance culture

2. Business Process Outsourcing : Our BPO services are designed to improve efficiency, reduce operational costs, and enhance service quality for our clients. Our goal is to build long-lasting partnerships by offering customized BPO services that align with each client's unique needs, ensuring seamless integration with their core operations.

3. Project Outsourcing: Our Project Outsourcing service provides tailored solutions for businesses that require external expertise for specific projects. With our extensive experience across diverse industries, we manage projects end-to-end, allowing companies to focus on their core functions while ensuring their projects are executed with precision, efficiency, and within budget.

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U-Connect Human Resources Outsourcing Services

4. Employer of Record- Our EOR Service offers a streamlined solution for businesses seeking to expand their workforce efficiently and compliantly across regions without the need to establish a local entity.

Our EOR service allows you to quickly onboard talent and operate in new markets, focusing on your core business activities while we handle the complexities of local labor laws and HR administration including payroll, tax filings, benefits administration, employee records, and regulatory compliance.

Let's empower your expansion strategy with our reliable, fully managed EOR service.



Learning and Development

U-Connect's Learning and Development services are dedicated to empowering organizations by enhancing their workforce's skills, knowledge, and performance. Our comprehensive programs are designed to cultivate leadership, build technical competencies, and foster resilience among employees, ensuring they are well-prepared to meet the evolving demands of the workplace.

Our offerings are structured to cover key development areas, providing a mix of virtual and in-person training solutions to fit each organization's unique needs. We work with clients to design customized training programs that align with their strategic goals and workforce capabilities. Through skill assessments, workshops, and simulation exercises, we support employees in building core competencies that drive personal and organizational growth.

Key Components of U-Connect's Learning and Development Solutions include:

1. **Leadership Development** – Cultivates strong leaders with strategic vision, effective communication, and decision-making abilities.
2. **Technical Skills Training** – Focuses on developing role-specific skills that align with job requirements and industry standards.
3. **Resilience and Adaptability Training** – Strengthens employees' ability to adapt and thrive in dynamic and challenging environments.
4. **Customer Service Excellence** – Trains staff to deliver exceptional customer experiences through empathy, communication, and problem-solving.
5. **Management and Supervisory Skills** – Builds essential skills for managers, including conflict resolution, team motivation, and performance management.
6. **Virtual and Remote Training Solutions** – Provides flexible, scalable learning options through online platforms and virtual classrooms.
7. **Customized Development Programs** – Tailored learning paths based on specific organizational objectives and employee skill gaps.

With U-Connect's Learning and Development services, organizations can invest in their employees' growth, fostering a motivated, skilled, and engaged workforce prepared to contribute to long-term success.



Background Checks

At U-Connect, we understand the importance of "knowing who you are employing" and are committed to supporting organizations in making informed, secure hiring choices.

We offer comprehensive verification services that provide detailed insights into candidates' past experiences, employment history, educational qualifications, criminal records, personal integrity. This allows our clients to build trustworthy teams, minimize hiring risks, ensure compliance with industry standards, maintain a safe and productive workplace.

With U-Connect's background check services, clients can trust that they are hiring individuals with verified credentials and integrity, contributing to a safer, more reliable workforce.

Our Background Checks Services

- Personal Reference Check
- Academic Qualification Verification (Local & Foreign Check)
- NYSC Certificate Verification
- Address Verification
- Guarantor Check
- Previous Employer Check
- Criminal Record
- Professional Certificate Verification
- Personality Check
- Credit Check
- Identity Check (FRSC, NIMC, BVN)
- Social Media Check

Our Assessment Solution

Our Assessment Solutions are designed to help organizations make informed talent management decisions. By leveraging a range of specialized assessment tools, U-Connect supports companies in identifying, developing, and placing candidates who align with their strategic goals and organizational culture.

Our solutions include various tailored assessments that measure cognitive abilities, personality traits, job-specific competencies, and situational responses, ensuring a comprehensive understanding of each candidate's potential.

Our suite of assessments includes:

1. **Graduate Ability Test** – Evaluates cognitive skills to assess the potential of new graduates.
2. **Function Specific Test** – Focuses on job-relevant skills and knowledge specific to a given role.
3. **Identity Personality Profile (IPP)** – Provides insights into personality and how individuals may fit within a team or company culture.
4. **Personality Test** – Measures key personality traits linked to workplace performance.
5. **Resilience Questionnaire** – Assesses an individual's resilience and adaptability to stress and change.
6. **Assessment Centre** – Uses multiple exercises to evaluate skills, abilities, and potential in a simulated environment.
7. **Virtual Assessment Centre (AC)** – A remote alternative for comprehensive talent assessment in virtual settings.
8. **Managers' Dilemma** – Tests managerial decision-making and problem-solving skills.
9. **Graduate Dilemma** – Evaluates graduates' decision-making skills in realistic job scenarios.
10. **Customer Service Dilemma** – Assesses critical competencies for effective customer service.
11. **Call Centre Dilemma** – Tailored for call center roles, focusing on customer handling and service effectiveness.

With U-Connect's Assessment Solutions, organizations gain a reliable and objective basis for hiring, promoting, and developing employees who are poised to contribute positively to the business's success.



HR Business Advisory

Our HR Business Advisory Service is tailored for result-driven organizations seeking strategic support to execute their business goals with precision. Our approach focuses on providing insights, frameworks, tools, and solutions that drive growth through **Strategic Thinking, Planning, Execution Management, Organizational Design, Human Resources Consulting, Skills Audits, and Compensation & Benefits Analysis.**

We aim to strengthen organizations by building critical capabilities that support the successful execution of their strategies. Through our services, we identify high-value opportunities and craft superior implementation plans designed to drive growth and transformation for our clients.

Our HR Advisory Services Include:

- **Policy & Compensation Benchmarking :** We partner with organizations in designing competitive and equitable compensation structures that align with industry standards and support their organizational goals.

- **HR Audit :** We Conduct comprehensive evaluation of current HR policies, procedures, and practices to ensure alignment with best practices and legal compliance for organisations across diverse sectors.

- **HR Policy Making & Process Reengineering :** At U-Connect, we specialize in designing and refining HR policies and processes to enhance organizational efficiency, ensure compliance, and improve the overall employee experience



A FEW OF OUR CLIENTS

BANKING & FINANCIAL SERVICES PARTNERS

UBA
access
GTBank
Fidelity
ZENITH

ACROSS OTHER INDUSTRIES

unionbank
PROVIDUSBANK
FUTURE FORWARD BANKING
CORONATION
MERCHANT BANK
standard chartered
Ecobank
The Pan African Bank
TITAN TRUST BANK
Keystone Bank
FCMB
LOTUS BANK
GREENWICH
MERCHANT BANK
TOTAL
Sahara
NESTOIL
eterna
PILLAR OIL
ECONDE
ENERGY LIMITED
CHAPEL HILL DENHAM
AfricaRe
African Reinsurance Corporation
Interswitch
Accelerex
GLOBAL ACCELEREX
AXA
transactworld
digital
NIBSS
Giesecke+Devrient

A FEW OF OUR CLIENTS









































































OUR Partners

EY

ProCall Solutions

eSkill
Talent Assessment Platform™



For inquiries and further information, you can reach out to U-Connect Human Resources at the following contact details:

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