



Resource Intermediaries Limited

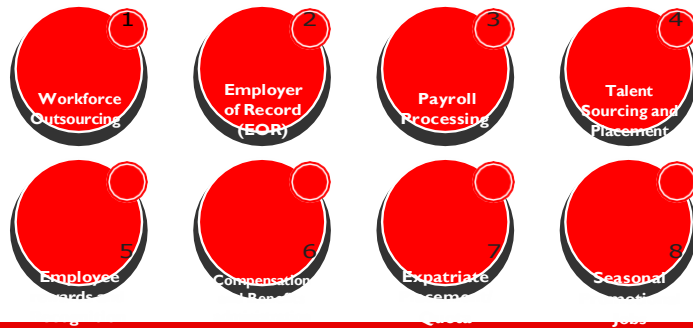


HR Outsourcing | HR Consulting | Business Process Outsourcing

Lagos, Ibadan, Port Harcourt, Abuja

## HR Outsourcing

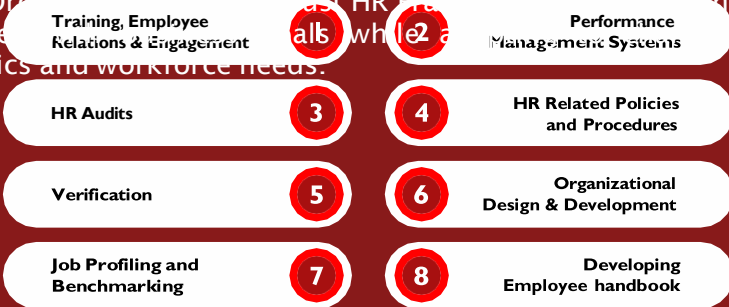
HR Outsourcing entails much more than just recruitment but examination of all various HR functions suitably. At RIL, we provide HR functions, industry best practices and cutting edge technologies to allow and help your business focus on its core services with reduced cost thereby improving efficiency.



## HR Consulting

For several reasons, HR functions are among the services Organizations are most likely to choose to outsource. At RIL, our role is to provide specialized advisory service that helps Organizations optimize their human capital and workplace practices to achieve business objectives.

RIL provides expert guidance across the entire employee lifecycle. RIL helps Organizations build robust HR Frameworks that align their people practices with their business goals while addressing market dynamics and workforce needs.



## Business Process Outsourcing

Our USP is our ability to provide tailored and innovative Business process management solutions that enhances customers' experiences through a proactive and professional approach.



At RIL, our facility management solution is designed to help organizations optimize their facility operations, reduce costs, and improve productivity. Our solution offers a holistic approach to facility management, combining expert advice, operational expertise, and a customer-centric approach to deliver tailored solutions that meet our clients' unique needs while our Consular Outsourcing Services provide governments, diplomatic missions, organizations with a comprehensive solution for outsourced consular service which includes the following components: Work permits, Business Registration, Residency permits, Diplomatic passport processing, Documents authentication, Reception and Customer Service, Documents management and Mail courier services.

# The Company we keep - Nigeria



**Resource Intermediaries Limited**

## Easing Business burdens

HR Outsourcing | HR Consulting | Business Process Outsourcing

[www.resourceintermediaries.org](http://www.resourceintermediaries.org)

▪ Lagos ▪ Ibadan ▪ Port Harcourt ▪ Abuja









































## Unlocking Your Business Potentials: HR & BPO Solutions

- ✓ HR Outsourcing
- ✓ HR Consulting
- ✓ Business Process Outsourcing



## GUIDE TO OUTSOURCING

Outsourcing means to contract out /transfer a business function to someone outside the business involving the transfer of people, processes and assets.

**"While outsourcing is not necessarily right for all companies in all situations, it has significant economic advantages when done right and even does the society, at large, a huge benefit."**

Resource Intermediaries Limited is a wholly indigenous company registered to engage in Human Resource Outsourcing, Consulting and Business Process Outsourcing services. The company has been in business since 2006 with a clientele spread all over Nigeria, Ghana and Kenya. Our approach is to leverage our knowledge in responding to Client's business needs flexibly. With growing Clientele, our customers continue to gain tangible market advantages in three specific areas; rapid deployment of our systems and personnels, ultimately lower operating and transaction costs, and superior business management.



## THREE LITMUS TEST QUESTIONS TO MAKING THE DECISION TO OUTSOURCE



1. Can HR handle outsourcing without disrupting the current operation?
2. Is the business so good at the activity that other businesses would hire it to do it for them?
3. If we started from scratch today, would the business build the capability or engage the process internally?

If the answer is 'No' to any of the above, then you may consider Outsourcing.

## THE RIL ACADEMY

"Learning never exhausts the mind." "For the things we have to learn before we can do them, we learn by doing them." "Learning is not attained by chance, it must be sought for with ardor and attended to with diligence." "The beautiful thing about learning is that nobody can take it away from you." Leonardo da Vinci

The RIL ACADEMY is the capacity building arm of Resource Intermediaries Limited, where we offer trainings with a difference. Our trainings are tailored to meet the peculiar needs of the organization.

Our facilitators are seasoned professionals in their various fields with over 50 years of cumulative experience. We are accredited by the Center for Management Development (CMD), the national regulatory body for trainings in Nigeria. We also facilitate trainings outside the shores of Nigeria depending on the preference of our clients.

The Academy offers Soft Skills and Technical trainings.  
Training on soft skills includes:

- Communication and Interpersonal Skills
- Customer Service Excellence
- Team Building and Collaborations
- Personal Effectiveness and Productivity
- Business Writing and Reporting
- Marketing like Dating
- Leadership

For more information on how you or your organization can benefit from our capacity building resources and program call 09098201113 or email- [info@resourceintermediaries.org](mailto:info@resourceintermediaries.org) you can also visit [www.resourceintermediaries.org](http://www.resourceintermediaries.org)





## OUR HUMAN RESOURCE OUTSOURCING PROCESS

### Transfer Administration

Should you desire to transfer existing non-permanent staff from one or several other suppliers, we can provide a seamless transition and ensure that personnel are satisfied with the transfer.

Upon completion of the transfer process, transferred associates will undergo an induction programme to facilitate a smooth transfer process.

### Registration

Each contract staff to be transferred to Resource Intermediaries Limited would be required to register with us. This gives the opportunity to obtain personal information on all our Associates.

### Induction

To ensure RIL candidates are as effective and productive as possible, we always carry out site or branch based inductions, prior to commencement of assignment depending on whether we have an onsite presence or not. This induction will cover all of your site rules and regulations as well as basic Health and Safety matters (more in-depth if we are on-site ourselves).

### Assignment

RIL would obtain details of bank accounts and where applicable facilitate in the opening of a bank account for our Associates - to ensure timely transfer of their monthly payments to their salary accounts.

RIL would notify you of Associates who have been transferred and seek approval for contracts to be issued, upon which, each approved assignee would be given a contract of employment, stipulating details of the terms of their contract with RIL, including their expected start date.

We value our associates and work very hard to ensure that they are happy motivating them to perform satisfactorily.

We also conduct a 'check in' on a regular basis with our outsourced staff, ensuring that they have an avenue to raise any queries or concerns they may have. This includes but not limited to:

- > pay queries
- > queries on work hours
- > assignment updates' duration
- > benefits
- > career management

**Your HR Solutions Partner!**

Driving Business Success Through Expert HR Outsourcing

● Labour Outsourcing ● Workforce Management ● People Placement



### **BANKING/ FINANCIAL INSTITUTIONS**

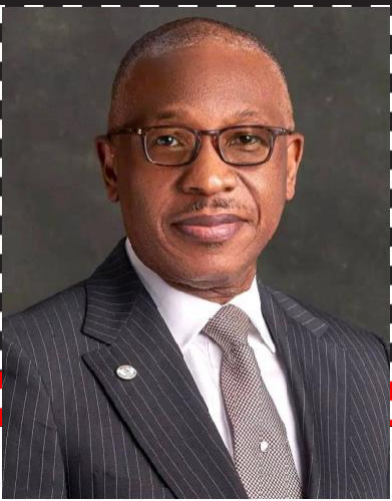
- UNION BANK
- KEYSTONE BANK
- GUARANTY TRUST BANK
- POLARIS BANK
- FIDELITY BANK
- AIICO INSURANCE
- CORDROS
- STANBIC IBTC
- INVESTMENT ONE
- STANBIC PENSION

### **CONGLOMERATE & OTHERS**

- SAHARA
- UNCLE T RESTAURANT
- DANGOTE
- KENMAC
- AMADEUS
- BICOURTNEY - MMA 2
- IPNX
- PORT HARCOURT ELECTRCITY  
DISTRIBUTION
- KADUNA ELECTRICITY  
DISTRIBUTION COMPANY
- WATERAID

### **MANUFACTURING/FMCG**

- BRITISH AMERICAN TOBACCO
- UNILEVER
- MOUKA FOAM
- HONEYWELL
- FAN MILK
- RITE FOODS
- ABDOS
- BAT
- NIGERIA BOTTLING COMPANY
- LORNA
- FAREAST
- INTER' DISTILLERS LIMITED
- NOTORE
- FRIESLAND
- SHALINA
- OCP AFRICA
- PALMORA



**Alex A. Okoh**  
**Chairman**

Alex A. Okoh an alumnus of Harvard Business School, Advance Management Program, is the immediate past Director General, Bureau of Public Enterprise, the agency of the Federal Government of Nigeria responsible for Privatization and Public Assets reforms. He served between April 2017 and January 2024. He was until his appointment in April, the Managing Partner, Ashford & McQuire Consulting Ltd., a leading consulting firm with strong focus on Business Strategy and Transformation, Human Capital Development and Financial Advisor.

A consummate Banker and Financial Advisory with over 25 years local and international experience in banking and finance. Alex sits on the board of several companies and possesses strong competence in corporate, investment and developmental finance.

He was Managing Director/CEO of NNB International Bank from January 2001 to December 2005 (before the merger into Unity Bank Plc), during which his transformational leadership repositioned the bank as a leading commercial bank in Nigeria.



**Ademolasoye Awonaike**  
**Managing Director/CEO**

Ademolasoye is a graduate of Economics with specialty in Finance and Credit from Kharkov State University Ukraine and an MBA in International Business Relations from Lagos State University. He is an Associate of the Nigerian Institute of Management, an Affiliate of the Marketing Institute of Singapore, and a Member, London Chartered Institute of Bankers, he also sits on the African Regional Council of the International Association of Outsourcing Professionals (IAOP) by appointment, a Fellow of the prestigious Association of Outsourcing Practitioners of Nigeria (AOPN), and most recently his investiture as an elected fellow and certified management consultant of the Institute of Management Consultants (IMC), Nigeria. Ademolasoye has attended Senior management courses at the University of Manchester and the Harvard University.

Ademolasoye worked with Citizens Bank, Broad Bank and NNB International Bank Plc prior to the banking consolidation in Nigeria, all in managerial capacities for over 10 years. Ademolasoye joined Resource Intermediaries Limited in 2006 as a pioneer staff and rose from the position of a Senior Associate to become the MD/CEO. Ademolasoye was pivotal to the setting up of Resource Intermediaries (Ghana) Limited where he also sits on the Board. With over 25 years of professional experience, Ademolasoye has delivered diverse set of skills in leadership, performance analysis and strategic vision implementation. Proven ability in driving growth and has accomplished facilitating several soft Management and Leadership training for various Organizations in different industries.

He is currently a lead facilitator in the Resource Intermediaries Limited Academy, Chairman of KCMB Microfinance Bank, Director of theBUNKER Services Nigeria Limited and a Director in Resource Intermediaries Kenya Limited.





**Dr. Ebum Bamgboye**  
**Director**

Dr. Ebum Bamgboye is a Consultant Physician and Nephrologist with a special interest in Nephrology (Kidney medicine). He is the head of the Dialysis/Transplant Unit at St. Nicholas hospital and Clinical Director of the Hospital.

Over the years, he developed one of Nigeria's most prestigious and functional Dialysis Units, which receives referrals from around the world. He is also the Head of St. Nicholas Renal Transplant Unit. The Renal Transplant Unit has been running for over 16 years now and was the first unit in Nigeria and Sub-region to perform successful kidney transplant and performed over 70% of all Kidney Transplants in the West Africa sub-region, over 160 transplants, till date.

Dr. Bamgboye is a Fellow of the Royal College of Physicians in England.

He is also currently a member of the Africa Subcommittee of the International Society of Nephrology and Advisory Board, St. Nicholas Hospital, Lagos.

Dr. Bamgboye has served as Immediate National President of his professional association, The Nigerian Association of Nephrology, is concurrently President of the Transplant Association of Nigeria.

He also served as the Chairman of the Court of Governors of the Lagos State University College of Medicine, appointed in March 2014. Dr. Bamgboye has several publications to his credit.



**Osarieme Ezekiel**  
**Director**

Osarieme Olubunmi Ezekiel obtained a first degree in English in 1984, thereafter went on to obtain a degree in Law (LL. B, Hons). She was called to the Nigerian Bar in 1990. In 1997, she acquired a Master's in Business Administration. With a career in banking that spanned over twenty years. Osarieme has in-depth knowledge of the financial services industry, spanning several sectors.

Having worked as Company Secretary/Legal Adviser of commercial bank for several years, she has immense experience in the critical areas of Corporate Governance and Compliance Issues.

She currently works at Oakwell Partners, a multi-disciplinary commercial law firm, as Managing Partner and also consults for various corporate organizations.

A passionate advocate of Alternative Dispute Resolution (ADR), Osarieme is a leading mediation practitioner with over a decade as CEDR UK accredited mediator. Osarieme mediates in several commercial, construction, partnership, family as well as community disputes and carried out training on mediation. A key part of her work is corporate governance training for a major regulatory body in financial industry and advisory services on disciplinary process for major multi nationals (MNCs).

She leads a team of advisors on compliance and contract issues on major PPP new city development project with a state government in Nigeria.

Osarieme has participated in various international programmes including that of the University of Pepperdine Faculty of Law, Straus Institute of Dispute resolution. She is on the Panel of Neutrals of the Lagos Multi-Door Court House and the NCC (Nigerian Communications Commission). She is also on the Faculty of the University of Lagos/NCMG College of Negotiation. Osarieme is on the Dispute Resolution Panel of the Nigerian Electricity Regulatory Commission (NERC).

Being a qualified trainer, she is a sought-after facilitator for several professional bodies and corporate organizations. She is versatile, multi-talented, a consensus builder and an excellent administrator.



**Idode Ohiwerei**  
**Director**

Idode Ohiwerei holds both Bachelor of Environmental Science and Bachelor of Architecture degrees. He practices as an architect with a wealth of experience spanning 16 years.

He is the Principal Architect of Detailed Designs, a firm of Architects and Builders with offices in Dolphin Estate, Lagos.

Idode specializes in project management, renovation & refurbishment as well as construction (turn-key projects).

Idode has handled several jobs most prominent of which are the designs and the supervision of Nigerian Tobacco Company's National Head Quarters in Ikoyi, Lagos, renovation and construction of Access Bank branch and petroleum Trust Fund's rehabilitation of Government College Bomadi, Design and Construction of Bankers Warehouse Cash in Transit Center in Ilupeju, to mention a few.



**Sylvester Ojugo**  
**Executive Director,**  
**Finance and Corporate services**

Sylvester is a seasoned finance and management professional with over 25 years of experience in the private sector. He is a Graduate of Accounting and holds a Postgraduate Diploma in Management, complemented by an Executive Mini-MBA from the London School of Business & Finance.

He is a highly qualified professional with memberships in prestigious organizations such as the Institute of Professional Financial Managers (UK), the Chartered Institute of Management Accountants of Nigeria, and the International Association of Outsourcing Professionals. He is also a Certified International Management Consultant and Business Analysis Professional.

Sylvester's expertise encompasses a wide range of areas, including financial control, financial consulting, and strategic management. He has consistently demonstrated a strong commitment to professional development through participation in numerous international training programs, including "Sustaining Effective Financial Control & Financial Consulting" from London Business Training & Consulting.

Sylvester joined Resource Intermediaries Limited at its inception and has played a pivotal role in the company's growth and success.

Sylvester is a director in KCMB Micro Finance Bank Limited and Committee Chairman of Board Audit Risk Management of KCMB Microfinance Bank Limited. He is married and blessed with 3 Children.

# OUR EXECUTIVE MANAGEMENT





**Joseph Adagbogun**  
Chief Human resource officer (CHRO)

Joseph is a graduate of Marketing and holds a Post Graduate Diploma (PGD) in Management Science as well as an MBA in Human Resource Management with years of experience in Office Administration and Human Resource Management. He has worked in several organizations in different economic sectors, thereby having varied experiences which he has brought to bear in his current function.

He is an Associate Member of the Institute of Payroll Administrators as well as a Certified Outsourcing Professional (COP) of the International Association of Outsourcing Practitioners (IAOP).

He has been able to consistently align human resources strategy with business goals and achieved significant improvements in key business metrics such as employee turnover, profitability and productivity.

Over the years, Joseph has left impressive footprints in various fields such as Employee Relations and Engagement, Staff Welfare and Development, HR Administration, Compensation & Benefits, Performance Management Systems, People Placement & Structuring, Change Management and Organizational Development.



**Seun Ajibade**  
Group Head, HR Outsourcing

Seun is a highly inspired and entrepreneurial executive management with a professional background in Operations Management. Unique skill set composed of competence and knowledge management, project management, business, and analytical skills.

As a Human Resource Generalist with over 20 years of experience, he has acquired a wealth of knowledge in Personnel Management in various industries which include Banking & Financial institutions, Manufacturing, conglomerates & others, and Human Resource Consulting.

Seun is an Associate Member of the Chartered Institute of Personnel Management (ACIPM), HRPL, and holds a BSc. Honors in Banking & Finance from the prestigious Lagos State University.





**IRENE ETUHU**  
Group Head, HR Consulting

Irene Etuhu is a graduate of Business Education from the University of Lagos, she holds a master's degree in Organizational Behaviour also from the University of Lagos and she is a certified Project Management Professional from the project Management Institute - Pennsylvania.

A seasoned professional with 13 years of experience in diverse functions such as Marketing, Sales, Customer Service/Relationship Management and Human Resources. At the beginning of her career, Irene Worked with Matixvtrack Nigeria Limited, a Telematics company for 6 years, where she rose to become the Head-sales & marketing of the organization before she left.

Irene joined Resource Intermediaries Limited in 2015 as Chief Business Manager- Western Region, a region she started and grew through nurturing of business relationships and strategic implementation of business strategies to ensure attainment of revenue goals and profitability.

Irene now serves as Group Head- HR Consulting, Resource Intermediaries Nigeria, and seats as a member of the executive management of the company. As Group Head of Consulting, her leadership skills and strategic vision have helped shape and drive the growth of the organization's revenue and market share. Her track record of consistently exceeding targets and achieving business objectives is a testament to her proficiency in developing and executing sales and marketing plans.

Irene also facilitates soft skills trainings for organizations and career development training for youths.



**Blessing Ujawe**  
Group Head, Business Process  
Outsourcing

Blessing is your call-on-girl on People, Rewards and Business Strategy, a Cost-Optimizer and a Value Maximizer. She is a strategic thinker, business oriented and a result driven individual.

She holds a Bachelor's Degree in Accounting, a Master's Degree in International Human Resource Management, a Certified Data Analyst, a licensed HR Professional, an Associate member of the Chartered Institute of Personnel Management (ACIPM) and a Senior Professional in Human Resources, International (SPHRI) with the HR Certification Institute, US.

Her over a decade experience spans across Employee relations, Human Resource Business Partnering, Rewards Management, Business Strategy and Business Development for Clients and Organizations across various industries.

She is passionate about providing solutions, creating value, driving fair rewards and people practices, enhancing capacities, while ensuring operational efficiency and organization's bottom-line growth.

She is currently the Group Head, Business Process Outsourcing at Resource Intermediaries Limited, an arm of the business that provides Facility Management, Consular & Ground Handling services amidst other business process solutions, thereby helping organizations focus on their core services, reducing their costs and improving efficiency. Her mantra is we are #MadeForMore, a conscious reminder that we should never limit ourselves or our thinking.



**Oghenekevwe Osaze-Momoh**  
Head, Brand & Customer Experience

Oghenekevwe is a graduate of Applied Botany who also holds a master's degree in Pharmacognosy. A certified Marketing manager from the Chartered institute of marketing (CIM) UK. Her career spans 8 years in fast-paced environments with proven experience in Strategic and Integrated Brand management, Corporate Communications, Customer experience management, Business Development, Digital marketing, Facility management, Public Relations, Marketing plan execution, and Event management.

Oghenekevwe successfully deploys her knowledge and skills in handling projects. With her extensive knowledge, she effectively communicates brand promises to all its stakeholders. Her research ability over the years has aided brands in decision-making.

Her strategic marketing frameworks and models have enhanced her ability in developing and implementing customer-centric marketing strategies that enhance brand equity, drive revenue growth, and improve overall customer satisfaction.

Oghenekevwe is a highly resourceful talent and seeks to blend strategic and leadership competencies in providing high-value organizational solutions and drive the attainment of corporate goals at the management level.

Oghenekevwe is currently the Head of Brand & Customer Experience at Resource Intermediaries Limited Nigeria and serves as one of the Executive Committee members. A faculty facilitator at the RIL Academy.



**Patricia Echofu**  
Head, Internal Control and Audit

Patricia holds a Bachelor's degree in Accounting and is an Associate Member of the Institute of Chartered Accountants of (ICAN) and the Association of Accounting Technicians West Africa (AATWA). With over 8 years of experience in the field, Patricia has honed her expertise in Internal Control, Audit, and Risk Management Strategies.

She is passionate about driving operational excellence, enhancing financial integrity, and ensuring regulatory compliance across various sectors. Her deep understanding of industry best practices has enabled her to successfully manage complex audits, streamline processes, and reduce operational risk.

As a versatile, analytical-minded, and adaptable auditor, Patricia is known for her detail-oriented approach and strong problem-solving skills. She has led numerous risk-based financial and operational audits and implemented robust internal control systems, significantly improving organizational efficiency and compliance.



#### GENERAL ENQUIRES

☎ : +2348142082543

✉ : [info@resourceintermediaries.org](mailto:info@resourceintermediaries.org)

[talktoril@resourceintermediaries.org](mailto:talktoril@resourceintermediaries.org)

[recruitment@resourceintermediaries.org](mailto:recruitment@resourceintermediaries.org)

#### OPERATION HOURS

Monday - Friday: 8:00am - 4:00pm



#### A) HEAD OFFICE

24A, Bashorun Okusanya Street, off Admiralty Road, off Admiralty Way, Lekki Phase I, Lagos State. +2349098201113

#### B) WEST REGION

49, MKO Abiola Way, Ring Road (Beside DHL), Ibadan, Oyo State. +2349070214107

#### C) NORTH REGION

3, Atabara street, off Cairo street Ademola Adetokunbo crescent, Wuse II Abuja, FCT. +2349078870006

#### D) SOUTH-SOUTH/SOUTH-EAST REGION

Xorint Towers Plaza, 2nd Floor, Block 39, Opposite Golf Estate, Okuru Road, Off Peter-Odili Road, Port-Harcourt

#### E) GHANA

130/4 Otswe close, Osu, Accra Ghana. +233302842583

#### F) KENYA

215 David Osieli Road, Westlands, Nairobi, Kenya




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