

Adanma Ivonye

Human Resources and Talent Acquisition Leader

📞 Phone (502) 808-4117 | ✉ Email ogeivy@yahoo.com | 🔗 LinkedIn www.linkedin.com/in/adanmaivonye
| 🎓 Education Bachelor of Arts | 📍 Location Louisville, KY

Human Resources and Talent Acquisition leader with 15+ years of experience across HR business partnering, full-cycle recruitment, employee relations, talent management, and employee experience. Trusted advisor to leaders with experience supporting both large-scale organizations and fast-paced agency environments.

Education

University of Wales

July 2008

Accountancy • Bachelor of Arts

Work Experience

DOE-ANDERSON

2023.06 - 2026.07

Human Resources Manager

- Led HR and talent initiatives for a 130+ employee integrated agency across talent acquisition, employee experience, performance management, onboarding, manager support, policy, engagement, and culture.
- Partnered with executives and department leaders on workforce planning, talent decisions, employee experience, organizational priorities, and people initiatives.
- Led full-cycle recruitment across creative, media, client partnership, project management, production, finance, HR, business development, leadership, and corporate functions, hiring 40+ professionals.
- Developed strategic sourcing and talent pipelines for specialized, leadership, and difficult-to-fill roles using LinkedIn Recruiter, Boolean search, direct sourcing, referrals, and professional networks.
- Managed multiple concurrent searches from intake through offer and onboarding, balancing business priorities while delivering a high-touch candidate experience.
- Advised hiring managers on candidate assessment, interview strategy, compensation recommendations, selection, offers, and talent-market considerations; developed and delivered interviewer training on structured interviewing and consistent hiring practices.
- Directed the internship program, increasing participation by 100%+ and expanding partnerships to 50+ colleges and universities nationwide.
- Supported performance management, including annual reviews, talent discussions, employee development planning, and manager guidance.
- Partnered with leadership on employee engagement, retention, recognition, remote-work arrangements, policy guidance and exceptions, and broader employee-experience initiatives.
- Redesigned onboarding, supported offboarding, maintained job descriptions, and strengthened employer brand through university partnerships, career fairs, community outreach, mentorship, and speaking engagements.

PLANNED CAREER BREAK

2021.09 - 2023.06

- Relocated to the United States and took a planned career break to support my family's transition before returning to the workforce.

CENTRAL BANK OF NIGERIA

2013.01 - 2021.09

HR Business Partner

- Served as the sole HR Business Partner supporting approximately 200 employees and branch leadership within a national organization of approximately 5,000 employees.
- Advised branch leadership across employee relations, performance management, talent management, workforce planning, employee development, policy, and people decisions.
- Partnered with leadership to align people priorities with business, workforce, talent, and organizational needs.
- Managed complex employee relations matters and guided leaders on fair and consistent policy application.

- Supported performance management, succession planning, talent development, engagement, retention, and workforce planning.
- Implemented enterprise HR policies and organizational change initiatives while serving as liaison between branch leadership and centralized HR.

CENTRAL BANK OF NIGERIA

2008 - 2013

Recruitment Officer

- Supported large-scale recruitment for a 5,000-employee national organization across 36 branches and Head Office as part of an approximately 15-person recruitment team.
- Supported enterprise-wide, high-volume recruitment campaigns attracting 5,000+ applicants across general and specialized hiring needs.
- Managed screening, assessment coordination, interview scheduling, candidate communications, selection administration, recruitment documentation, and onboarding support.
- Coordinated the annual National Youth Service Corps (NYSC) program for approximately 500 participants across 36 branches and Head Office.

Skills

Core Skills

Talent Acquisition Strategy, Full-Cycle Recruitment, HR Business Partnering, Employee Relations, Strategic Sourcing, Boolean Search, LinkedIn Recruiter, Candidate Screening & Assessment, Workforce Planning, Talent Management, Performance Management, Employee Experience, Manager Coaching, Candidate Experience, Employer Branding

Certifications

ACCA

Talent Management Certification

HR Transformation

Managerial Skills

Project Management

Supervisory Skills