

JOB OPENING: Human Resources Specialist (Distribution & Marketing Team)

About the Company

uLesson is a venture-backed education technology business whose mission is to deliver high-quality, affordable, and accessible education to all Africans. Our app hosts thousands of educational video tutorials that combine quality lessons delivered by experts in education, with digital animations and illustrations to explain key concepts; thereby, providing students with a learning experience that is unprecedented in its richness, scope, interactivity, and effectiveness.

We currently provide students between the grades of 4 and 12 with access to high-quality, curriculum-relevant, animated video lessons. At the moment, our Android application has over 1 million downloads on the Google Play store and we've been featured on credible media houses like CNN, Ventureburn, Quartz and Business insider.

• **Key Responsibilities**

- Develop and implement HR strategies and initiatives aligned with the overall business strategy and specifically, the Distribution and Marketing team
- Bridge management and employee relations by addressing demands, grievances or other issues
- Manage the recruitment and selection process
- Support current and future business needs of the Distribution and Marketing team through the development, engagement, motivation and preservation of human capital
- Develop and monitor overall HR strategies, systems, tactics and procedures across for the organization and specifically, for the Distribution and Marketing team
- Nurture a positive working environment
- Oversee and manage a performance appraisal system that drives high performance
- Maintain pay plan and benefits program for the Distribution and Marketing team
- Assess training needs to apply and monitor training programs
- Report to management and provide decision support through HR metrics
- Ensure legal compliance throughout human resource management
- Plans and conducts new employee orientation to foster positive attitude toward Company goals.
- Prepares employee separation notices and related documentation, and conducts exit interviews to determine reasons behind separations.

Qualifications and Skill

- Maximum of 4 years of experience in Human Resource management and Sales Recruitments
- People oriented and results driven
- Demonstrable experience with Human Resources metrics
- Knowledge of HR systems and databases
- Ability to architect strategy along with leadership skills
- Excellent active listening, negotiation and presentation skills
- Competence to build and effectively manage interpersonal relationships at all levels of the company
- In-depth knowledge of labor law and HR best practices
- ability to take initiative and a strong self-starter
- Possess a curious mind, always questioning the norm and looking for ways to improve on practices for better employee experience
- Enjoy working in a startup environment because you enjoy autonomy and are comfortable with ambiguity
- Love to experiment and not afraid to fail and try again

Compensation:

- Salary is globally competitive.

Location

The Role will be based in Abuja, Federal Capital Territory

Application Process:

If you think you are qualified for the role, please send your CV to people@ulesson.com telling us a bit about yourself



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www.ulesson.com

