

OGECHUKWU CHIKA CHIBUEZE

Senior HR Business Partner | Energy & Utilities | Lagos, Nigeria

Contact available on request | — | Associate Member, CIPM

PROFESSIONAL SUMMARY

A seasoned Human Resources Business Partner with over 30 years of progressive HR experience across Nigeria's power and energy sector. Currently serving as HRBP at Ikeja Electric Plc, one of Nigeria's leading electricity distribution companies, where she supports over 640 permanent and outsourced staff across multiple business units and advises 25 senior managers and HODs on critical people decisions.

She brings rare institutional depth -- having navigated two major organisational restructurings at Ikeja Electric, resolved over 60 complex employee relations cases, and supported more than 10 line managers in transitioning into promoted or expanded roles. Her career reflects a consistent ability to translate business objectives into practical HR solutions, build trust with leadership, and drive measurable performance outcomes in highly regulated, operationally demanding environments.

With an Associate Membership of the Chartered Institute of Personnel Management of Nigeria (CIPM, 2026), she combines formal professional standing with three decades of hands-on HR leadership.

CORE COMPETENCIES

- Strategic HR Business Partnering
 - Employee Relations & Conflict Resolution
 - Performance Management & Optimisation
 - Leadership Coaching & Manager Development
 - Workforce Planning & Talent Management
 - Organisational Change Management
 - HR Policy, Compliance & Labour Law
 - Stakeholder & Executive Engagement
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PROFESSIONAL EXPERIENCE

HR Business Partner | Ikeja Electric Plc | May 2014 -- Present

Strategic HR partner supporting 640+ permanent and outsourced staff across two business units, advising 25 HODs and senior managers on people decisions in a regulated power distribution environment.

- Served as primary HR advisor to 25 senior managers and HODs across business units with a combined workforce of over 640 staff, aligning people strategy with operational and commercial objectives.
 - Led HR response to two major organisational restructurings, managing workforce transitions, role realignments, and change communications to ensure business continuity and staff stability.
 - Resolved over 60 complex employee relations and disciplinary cases, consistently balancing legal compliance, organisational policy, and fair treatment to achieve durable outcomes.
 - Coached and supported over 10 line managers through career development and role transitions, directly contributing to internal promotions and expanded leadership responsibilities.
 - Designed and implemented performance management frameworks linking individual KPIs to Ikeja Electric's strategic objectives, driving accountability and measurable productivity improvement.
 - Led employee engagement initiatives using survey data and stakeholder feedback, improving morale and workforce retention within a demanding operational environment.
 - Partnered with Talent Management to facilitate workforce planning sessions, succession planning, and targeted development programmes for critical roles.
 - Ensured consistent application of HR policies and labour regulations across all business units, acting as primary resource for managers on compliance and grievance matters.
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HR Generalist / Team Lead Administration | Ikeja Electric Plc | May 2012 -- Apr 2014

Provided end-to-end HR and administrative leadership at branch level, supervising HR operations, employee lifecycle activities, facilities management, and fleet coordination.

- Supervised HR operations and administrative functions, ensuring full compliance with company policy and labour regulations across all operational units.

- Managed employee onboarding, records, welfare, discipline, and relations, building a strong foundation in hands-on people management within the energy sector.
- Led branch-level administrative operations including facilities maintenance, fleet utilisation, and vendor coordination, supporting uninterrupted business delivery.

HR Officer / Secretary | Power Holding Company of Nigeria (PHCN) | Jan 1992 -- Jun 2013

Over two decades of HR and administrative service within Nigeria's national power utility, supporting a permanent workforce of over 400 staff in a large, unionised public-sector environment.

- Provided core HR support across recruitment, onboarding, records management, discipline, and grievance for a workforce of 400+ permanent employees.
- Liaised with union representatives and line managers on day-to-day people issues, building deep expertise in industrial relations and public-sector HR compliance.
- Managed administrative and secretarial operations for operational units, ensuring accurate documentation, scheduling, and cross-functional coordination.

EDUCATION

Higher National Diploma -- Business Administration -- Lagos State Polytechnic -- 2003

National Diploma -- Business Studies -- Lagos State Polytechnic -- 2000

Senior Secondary School Certificate -- Community Secondary School, Ezinifite -- 1993

PROFESSIONAL MEMBERSHIP

- Associate Member (ACIPM) -- Chartered Institute of Personnel Management of Nigeria (CIPM) (2026)

SELECTED PROFESSIONAL DEVELOPMENT

- Effective Leadership -- HP Life (2025)
- Agile Project Management -- HP Life (2025)
- Change Management -- Organisational Capacity for Change -- Alison.com (2025)
- New Managers Training -- Ikeja Electric (2025)
- Strategic Human Development and Management -- Alison.com (2023)
- HR Academy (Intermediate) -- Talent, Labour Law, Metrics, Conflict Resolution -- CIPM (2023)
- Annual CIPM Conference -- HR Data, Analytics & Emerging Trends -- CIPM (2024)
- Project Management Training for HR & Admin Practitioners -- (2021)
- HR Performance Management Retreat -- (2021)