



CAREER ADVICE FROM  
**40 TOP HR**  
PROFESSIONALS

## Introduction

Isaac Newton who formulated the laws of motion and universal gravitation once said, “If I have seen further than others, it is simply by standing on the shoulders of giants – those that have gone ahead of me.” As simple as this quote is, it buttresses to a very large extent the role and importance of gaining insights from experts who have gone ahead of us in career pursuit or authorities who know the exact thing you would need to do when job-searching.

In Collaboration with forty (40) Human Resource Professionals in Nigeria, we have been able to put together a collection of forty career advice, all in one article. The aim of this is simply to help you as a job-seeker or a career-person, to draw practical insights about the art of job-searching and to also know the practical attributes that are necessary and able to grant you speedy success in the pursuit of your career.

It is based on their wealth of experience and career influence in the recruitment industry and the career world at large, that makes these individuals the best fits to share these priceless insights.

For conciseness sake and uniformity, the HR professionals shared their insights about these two (2) questions. And they are as follow below;

**“What is the number one advice you would give to a Job-Seeker any day, anytime?”**

**“What would you say is the greatest factor for success in the pursuit of one’s career?”**

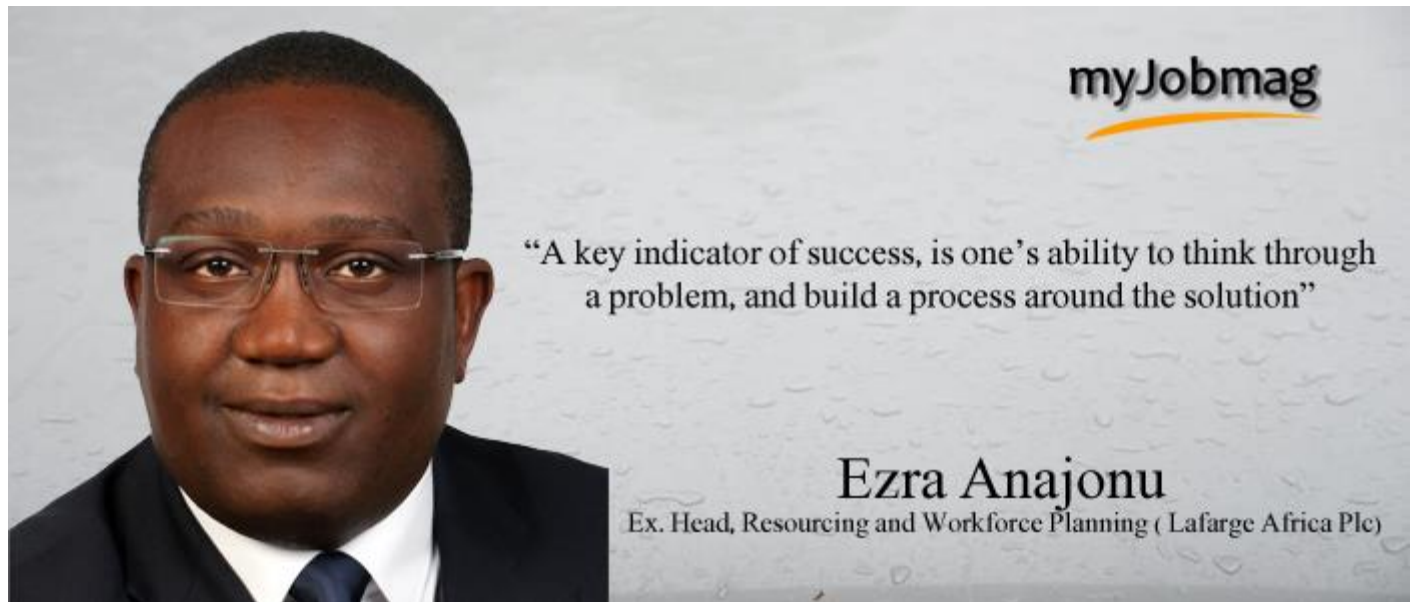
In no particular order, the responses gotten from each of these HR Professionals are thus presented below. Each advice also carries the name, job position, company, LinkedIn Profile, and the image of the HR professional. They are as thus as follow;

## 1. Ezra Anajonu

Ex. Head, Resourcing and Workforce Planning

Lafarge Africa Plc

[LinkedIn Profile](#)



### ***What's the number one advice you would give to a Job-Seeker any day, anytime?***

Determine a discipline that you are passionate about, understand current national/regional/global trends and the implication for your particular discipline. Then acquire the necessary skills and experience around that discipline to gain competence and position yourself for opportunities.

### ***What do you think is the greatest factor for success in the pursuit of one's career?***

From my experience, a key indicator of success is one's ability to think through a problem, collaboratively design a solution, execute and build a process around the solution. This is a rare skill but one that can take an individual places, either as an intra-preneur or entrepreneur.

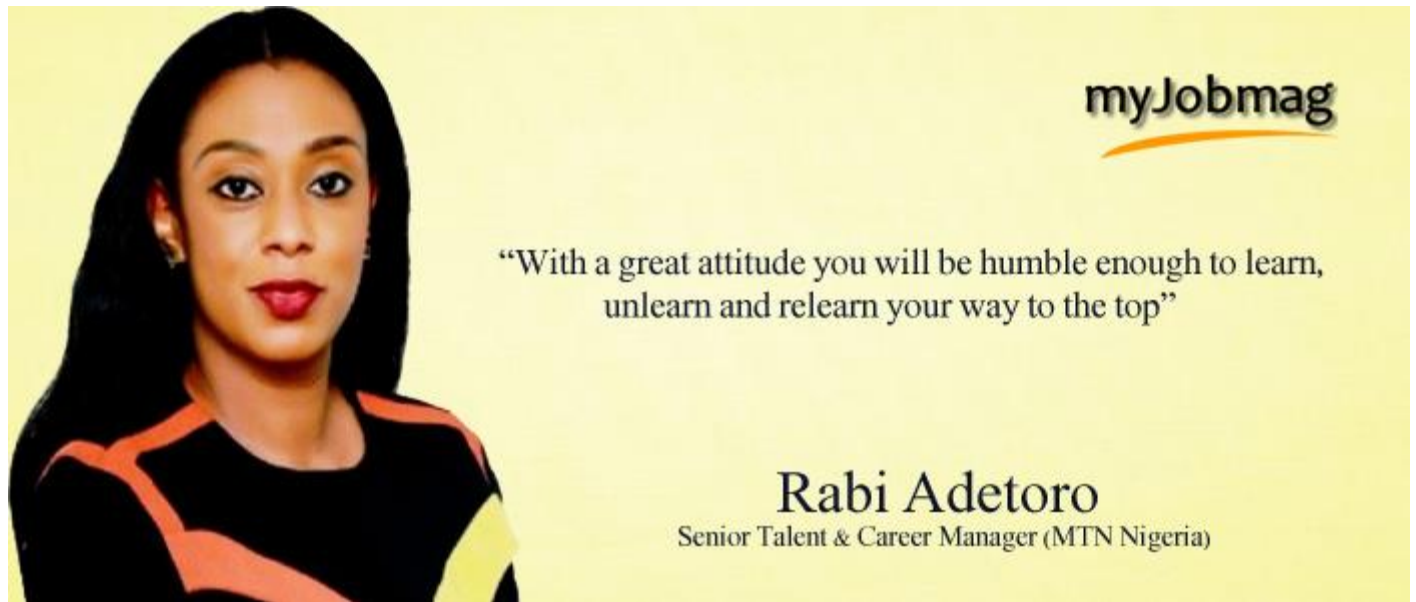
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## 2. Rabi Adetoro

Senior Talent & Career Manager

MTN Nigeria

[LinkedIn Profile](#)



### ***What's the number one advice you would give to a Job-Seeker any day, anytime?***

Stay positive and be prepared always. As Zig Ziglar rightly puts it: Success occurs when preparation meets opportunity. Keep honing your skills around your area of interest and you will succeed.

### ***What do you think is the greatest factor for success in the pursuit of one's career?***

Have a great attitude. With a great attitude you will be humble enough to learn, unlearn and relearn your way to the top. It is true that best in class organizations hire for attitude and train for skills.

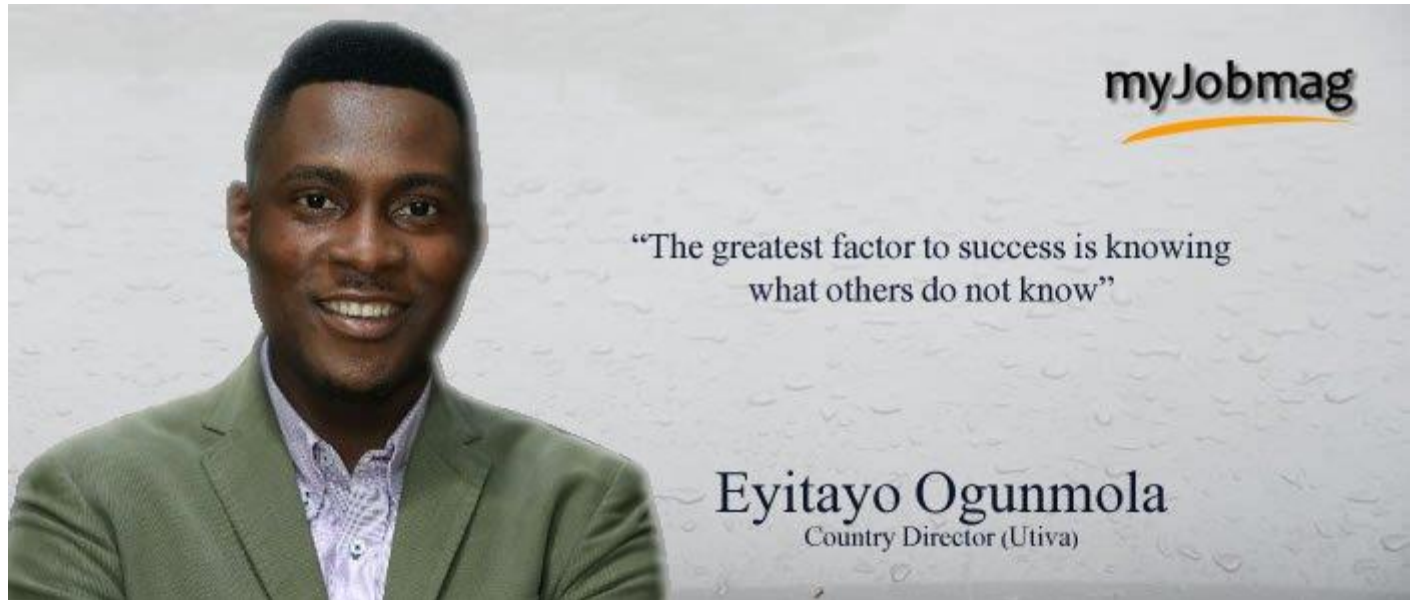
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### 3. Eyintayo Ogunmola

Country Director

Utiva

[LinkedIn Profile](#)



***What's the number one advice you would give to a Job-Seeker any day, anytime?***

Get out there. Change your LinkedIn profile, change your Resume, Change your shirts and Volunteer or Intern

***What do you think is the greatest factor for success in the pursuit of one's career?***

For me, the greatest factor is knowing what others do not know. Learning what others do not know and delivering rare values.

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#### 4. Jessica Akano

Country Talent Acquisition Manager

Andela

[LinkedIn Profile](#)



#### ***What's the number one advice you would give to a Job-Seeker any day, anytime?***

Know what you want and get your CV right! Do not be that job seeker that seeks just about 'any' job. Identify your job or career of interest and then apply accordingly. You'd find that if you keep applying to any and every job, you'd tend to experience difficulty in getting a job or even getting interview opportunities. Additionally, once you have successfully identified your job(s) of interest, ensure you create a great CV/resume that gets the attention of recruiters.

#### ***What do you think is the greatest factor for success in the pursuit of one's career?***

The greatest factor for success in the pursuit of one's career is a 'sense of direction and continuous self and professional development'. This simply means if you want to be an Accountant, be an Accountant. If you want to be an HR professional, be an HR Professional etc.

Do not hop roles. For example, if you have 7 years' experience doing different things that are not particularly connected, you almost can't grow or succeed in your career because you don't have one! But if you have a steady work experience alongside evident consistent professional development, the sky is your starting point

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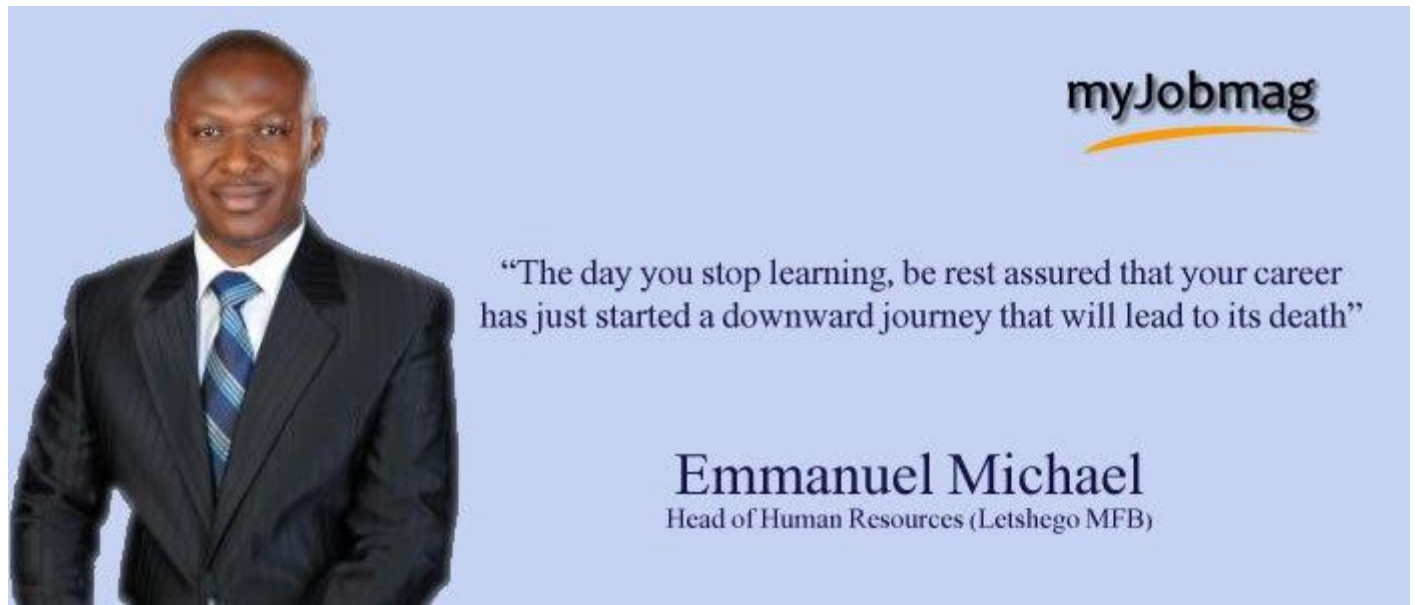
## 5. Emmanuel Michael

Head of Human Resources

Letshego MFB

100 Most Influential Global HR Leaders Award Winner

[LinkedIn Profile](#)



### ***What's the number one advice you would give to a Job-Seeker any day, anytime?***

There is nothing called "any job". Be specific, know exactly what type of job you are searching for, be prepared for it, go for it and get it.

### ***What do you think is the greatest factor for success in the pursuit of one's career?***

Never stop learning new things in your career, developing your skills, and updating your knowledge. Doing these three will guarantee success come rain, come shine. However, the day you stop, be rest assured that your career has just started a downward journey that will lead to its death.

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## 6. Ibilola Pearce-Isiade

Recruitment Manager

African Management Services Company

[LinkedIn Profile](#)



### ***What's the number one advice you would give to a Job-Seeker any day, anytime?***

As a Recruiter, I have over the years come across candidates with "drive" and those who don't have it. Therefore I will advise a first-time job seeker to follow his or her passion and pursue it with organizations where he/she can get it. Because your first job will determine where you build your career and it also pays to start where you have passion in.

For experienced job seekers, don't just look for "any job" to earn a living, build your capacity by making impact where you are coming from, and spend more time to develop yourself on roles you anticipate. A little knowledge will go a long way.

### ***What do you think is the greatest factor for success in the pursuit of one's career?***

The greatest factor needed to be a career success is to become a "Problem Solver". Most organizations have specific challenges hence the need to hire strategically to solve the problem. If you have a good track record with solving major problems for your old employers, your reputation will proceed you as a quality hire.

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## 7. Olawale Odunlami

Regional Recruitment Coordinator  
Integrated Corporate Services Limited (ICSL)

[LinkedIn Profile](#)



***What's the number one advice you would give to a Job-Seeker any day, anytime?***

Do your research, know what you want and be sure of it; no dilly-dallying!

***What do you think is the greatest factor for success in the pursuit of one's career?***

Self-discovery and discipline!

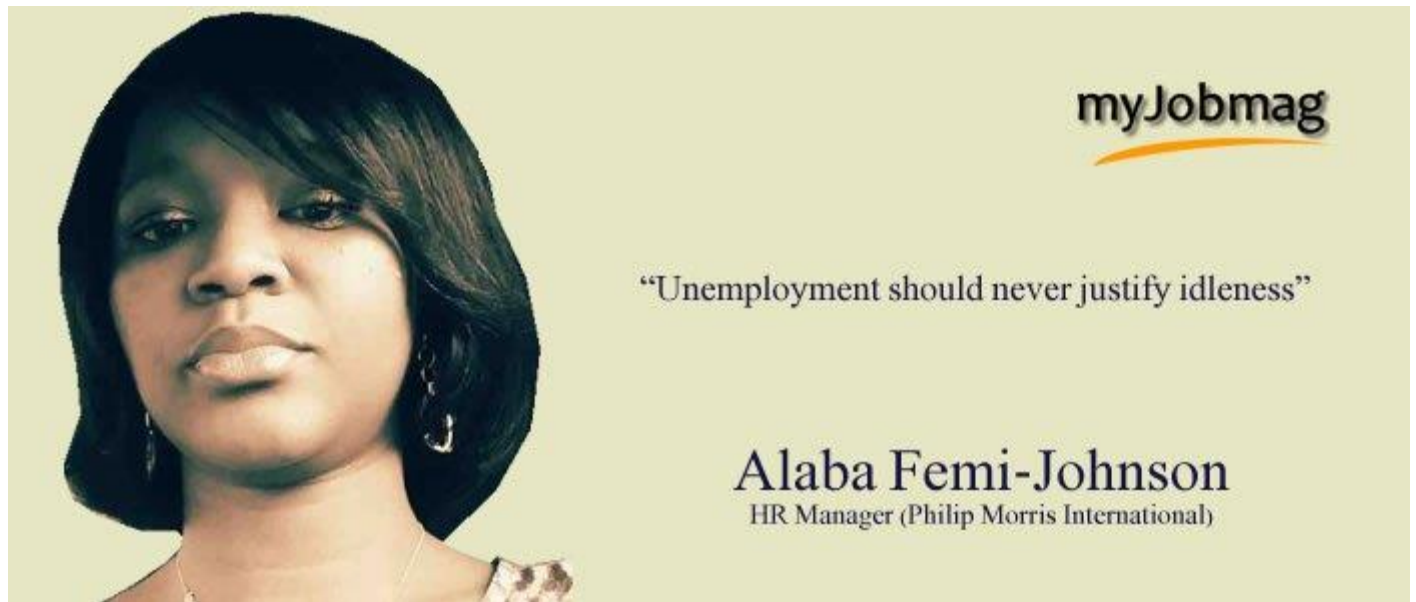
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## 8. Alaba Femi-Johnson

HR Manager

Philip Morris International

[LinkedIn Profile](#)



### ***What's the number one advice you would give to a Job-Seeker any day, anytime?***

My Advice to those seeking employment: Unemployment should not justify idleness. Occupy yourself whilst waiting for that dream job. Participate in volunteer organizations, learn a craft, start a small business, teach students for free/token etc. and be proud to include these in your Resume. Experience does not come only from paid employment; you gain experience and new skills when you engage your mind and "hands" every day.

### ***What do you think is the greatest factor for success in the pursuit of one's career?***

The workplace is a market and you are a brand (amongst others). Working hard or smart is no longer enough; you need to create value! Identify the need of your 'market' and align your skills and behaviors to meet that need. In everything you do and how you do it, focus on making a positive and valuable impact! A high-value brand remains highly sought after and continues to appreciate. These are the individuals we call Top Talent.

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## 9. Kayode Ogunjobi

Resourcing Officer

Action Against Hunger

[LinkedIn Profile](#)



### ***What's the number one advice you would give to a Job-Seeker any day, anytime?***

Well, one thing stands out from every advice I can give. Discover yourself first to be discovered by the world. When you discover yourself (talents, skills, habits, weakness, strength), at that very time, you will know your purpose and you will never ever settle for less until you fulfill your purpose. When you discover yourself, your self-worth is at an optimum level and you know your value and will never settle for less.

### ***What do you think is the greatest factor for success in the pursuit of one's career?***

I would say, Luck! My definition of luck is preparedness meeting opportunity. Over the years, I have seen hardworking people, overly-religious people, intelligent people but not smart people (one without the other is a major minus). It takes one stroke of luck to change everything! I have been privileged to enjoy this and trust me, I have missed a lot of opportunities too. Instead of dwelling on the pain of failure/missing out on opportunities, I learned from them and got stronger. There are ways to increase the likelihood of luck happening to you. The most potent is networking. As they say, your network defines your net-worth. Associate with people of like or superior minds always. The benefits are infinite. Build healthy relationships with people, be in the know, increase your knowledge; knowledge attracts people and opportunities to you like bees to honey.

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## 10. Sandra Anyiador

Associate CBS/HR  
Ernst & Young (EY)

[LinkedIn Profile](#)



### ***What's the number one advice you would give to a Job-Seeker any day, anytime?***

In today's competitive job market, it is imperative you present yourself in the best possible light. Whether pursuing a new career or a new position with your present employer, getting the job you want starts long before the interview begins. Find what makes you passionate. If you don't focus your job search on something you are passionate about, you won't stand out enough. Your networking, your résumé and your interviews all have to show a spark to get attention, especially in a tight economy. The good news is it's a great time to tap into what you love and then match that to the job market. It's possible and essential." I am an Engineer but never practiced, I am so passionate about customers satisfaction, have been a customer service professional for 7years and HR professional for 5years.

### ***What do you think is the greatest factor for success in the pursuit of one's career?***

Committing Yourself 1000%

To be successful in life and work, it takes commitment that doesn't wane. It takes believing that you can create movement in your life and business, I am a wife and Mother of three but was committed to achieving my goal with a very supportive husband. I studied

Engineering from University of Benin but never practiced, I developed passion for HR/Customer relation.

I put in 100% work in customer relation and knowing that my focus and goal is to become an HR professional, I started taking courses in HR, attending conferences and meeting, I started networking specifically in HR, I have worked with global Organizations (MTN/Ernst&Young). Hard work pays, today I have my own firm (Gresadat HR Consult) and a certified recruitment professional even when the waters are still and the three dimensional world is giving evidence that you're not going to make it to your destination, all you need is a little push, focus on your goal, think it, dream it, declare it, visualize it and it will surely come to pass.

You commit yourself to your goals without doubt, without reservation, and do what's required, while at the same time learn to be flexible and avoid overly attaching to how it has to look or one particular outcome. Professionals who realize they have vulnerabilities and gaps in their knowledge and ability, and work diligently and committedly to close these gaps, succeed at a much higher level than those who hide their heads in the sand.

Highly successful professionals and entrepreneurs are typically very captivating storytellers. They know how to talk about their businesses, or their endeavors and visions in ways that inspire others to follow and support them.

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## 11. Kehinde Akintobi

Assistant Manager, Recruitment

Human Capital Partners

[LinkedIn Profile](#)



***What's the number one advice you would give to a Job-Seeker any day, anytime?***

Be a value creator and not just a job seeker. Job seekers seek for people to give them opportunities. Value creators create opportunities for themselves. When you can communicate your value (what you can bring to the table) to prospective employers, finding a job becomes easier.

***What do you think is the greatest factor for success in the pursuit of one's career?***

You are the greatest factor for success. You hold the keys to how you rise in your career. Your readiness to embrace new challenges, ability to see new opportunities, capacity to acquire knowledge and drive for results all depends on YOU.

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## 12. Chidinma Eke

Human Resources Analyst

Honeywell Group Limited

[LinkedIn Profile](#)



***What's the number one advice you would give to a Job-Seeker any day, anytime?***

Proof read your CV for errors and misrepresentation!

***What do you think is the greatest factor for success in the pursuit of one's career?***

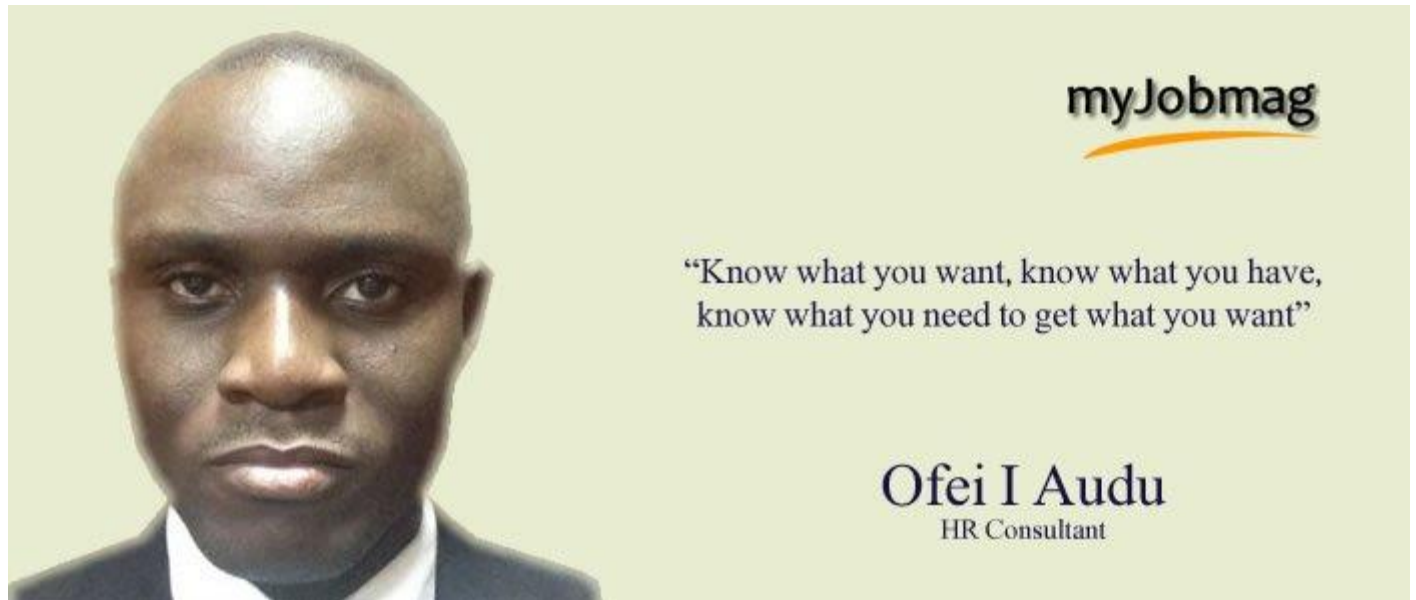
The passion to succeed is the greatest factor. Some people just want to be average and make an average salary. It is the drive and passion to succeed that makes the difference.

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### 13. Ofei I Audu

HR Consultant

[LinkedIn Profile](#)



#### ***What's the number one advice you would give to a Job-Seeker any day, anytime?***

Always read all details on the job advertisement first before you look for the CV to send in response to the advertisement. You will save yourself the frustration of not earning yourself an interview if you do this and you are able to do as instructed in the advert.

#### ***What do you think is the greatest factor for success in the pursuit of one's career?***

Know what you want, know what you have, know what you need to get what you want. Also, know what you need to do, to get what you want, then do it. A lot of us despite spending 7 years as administrators really need to start from level 1 in case we want to veer in to HR - 7 years in admin isn't a joke so is 7 years in HR. At best, you can get a level 2 and start from there rather than look for magic. In the same vein, fresh grads who want jobs belonging to 5 years experienced professionals are just wasting their time. Please start well and grow.

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## 14. Emmanuella Yomi-Alikwe

HR Executive

Talent Mine Africa

[LinkedIn Profile](#)



### ***What's the number one advice you would give to a Job-Seeker any day, anytime?***

Job-seekers should not just sit around waiting for that "dream job". They need to create their own position; study the trend of their field of interest, figure out the challenges and craft a solution without expecting a reward.

### ***What do you think is the greatest factor for success in the pursuit of one's career?***

Talent can get you the job, character will accelerate your career. Respect and trust builds a strong foundation for professional and personal relationships.

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## 15. Olorunfemi Ojomo

Head of Performance Management

Wakanow

[LinkedIn Profile](#)



myJobmag

“Success is guaranteed when your ambition is to be the best in what you do”

Olorunfemi Ojomo

Head of Performance Management (Wakanow)

### ***What’s the number one advice you would give to a Job-Seeker any day, anytime?***

All graduates will receive the valuation of a graduate but there will be a change in valuation for a graduate with an addition. An addition such as Certification, a year experience, a needed skill etc. Never leave your relevance to chance, be deliberate. Cakes and Donuts are all products of flour. You do not mix them the same way. There always will be a tailoring. So is the case with your CV and Cover Letter. Never submit generic CVs without making it attractive to the specific need. However, in tailoring your CV, do not fake what you do not have. It will only take an expert to find you out. All job seekers will visit the same job boards. Perhaps you may need to sometimes apply some techniques in sales and marketing into searching for your own job.

### ***What do you think is the greatest factor for success in the pursuit of one’s career?***

Success is guaranteed when your ambition is to be the best in what you do. Do not mix with mediocrity, stay professional and let excellence drive you. It is a matter of time, those who will pay for your type will come knocking. You also need to be visible, putting all the available platforms to good use.

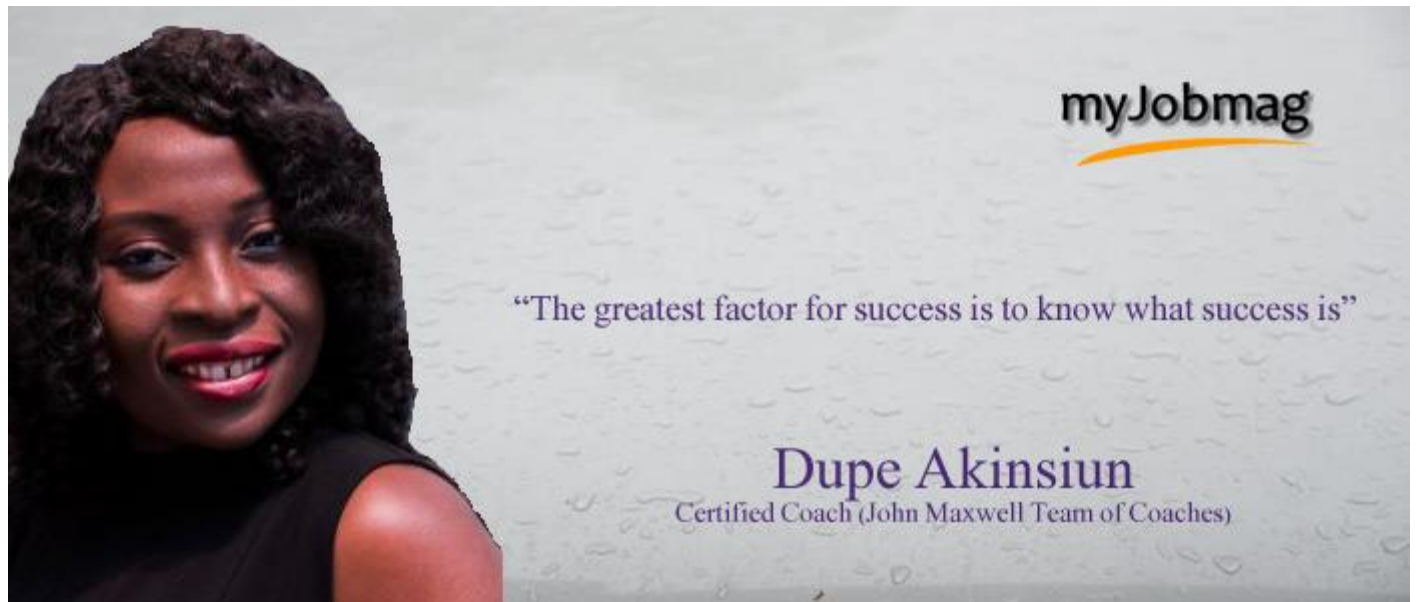
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## 16. Dupe Akinsiun

Certified Coach

John Maxwell Team of Coaches

[LinkedIn Profile](#)



### ***What's the number one advice you would give to a Job-Seeker any day, anytime?***

Be the kind of employee the organization you desire, seeks to employ. Because you will only attract what you're worth.

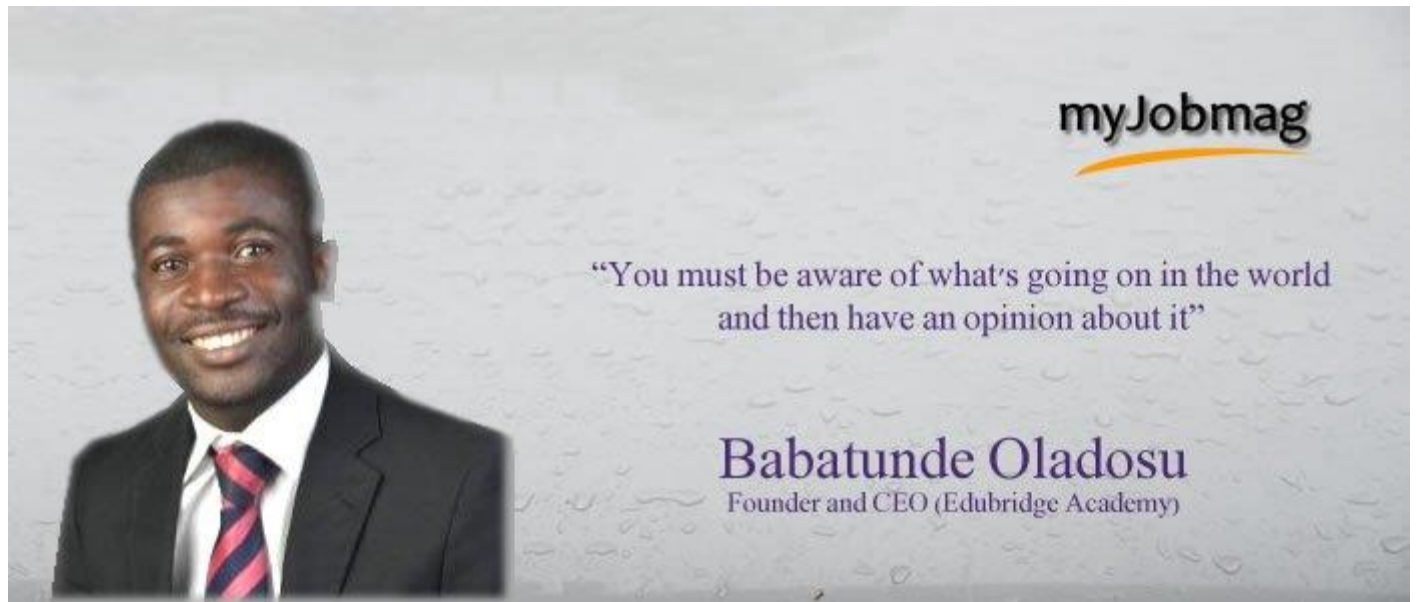
### ***What do you think is the greatest factor for success in the pursuit of one's career?***

The greatest factor for success is to know what success is. Such that when you pursue and catch up with it, you will be able to identify it. In addition, have a sense of purpose and direction. You cannot pursue what you do not know, it will end up in futility and frustration.

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## 17. Babatunde Oladosu

Founder and CEO  
Edubridge Academy  
[LinkedIn Profile](#)



### ***What's the number one advice you would give to a Job-Seeker any day, anytime?***

First, know yourself. Where are you? What level do you want to get to? Then, you can chart a course that will take you there. Also, you must have some information about the industry you seek to work. Finally, an appreciation of some work skills will help.

### ***What do you think is the greatest factor for success in the pursuit of one's career?***

You must be aware of what's going on in the world. What is happening with the United States, the EU, Latin America, Africa? Why is Jeff Bezos the richest man in the world? And then you must have an opinion. Why is there so little intra-Africa trade? You should be able to discuss anything about the world around you.

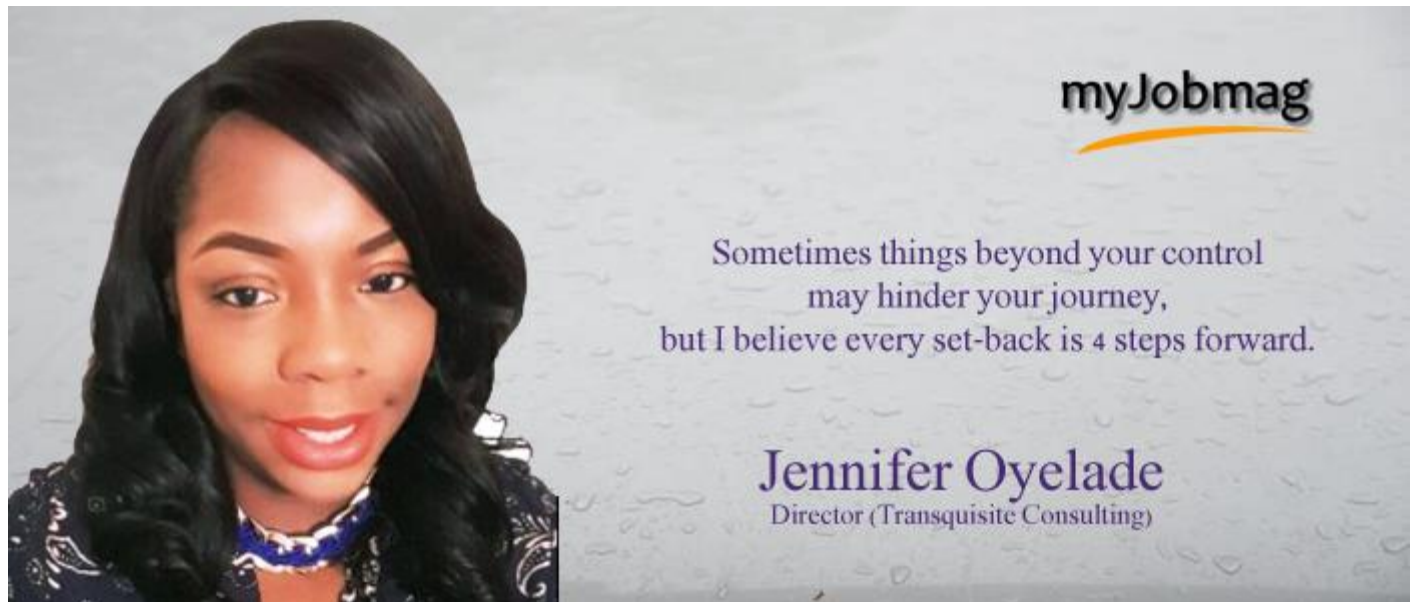
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## 18. Jennifer Oyelade

Director

Transquisite Consulting

[LinkedIn Profile](#)



### ***What's the number one advice you would give to a Job-Seeker any day, anytime?***

Disregard the myth of the “2-page” CV. The things you decide to leave out of your CV could be the defining information that differentiates yourself from a very competitive market where opportunities are few and the level of unemployment is high. Your CV shouldn't just comprise of the work you've been paid for, but the extra-curricular activities that have shaped you into the professional you want to be. So if you haven't done so, get involved in a voluntary program or internship in roles you want to specialize in. Always provide details in your CV, employers want to see your capabilities which cannot be explained in two lines. Expatiate on your duties/responsibilities and the skills you needed to implement, to achieve them. If an employer is seriously looking to hire the best talent, he or she will take the time to go through your detailed application.

### ***What do you think is the greatest factor for success in the pursuit of one's career?***

Definitive Knowledge and Perseverance. Knowing exactly what you want is key. Your career should be ultimately driven by your passion. When you are knowledgeable in something you will excel in it. Sometimes things beyond your control may hinder your journey, but I believe every set-back is 4 steps forward. Persevere, stay on course and expand your network.

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## 19. Rowland Ogbonda

Senior Consultant

Ralds and Agate

[LinkedIn Profile](#)



### ***What's the number one advice you would give to a Job-Seeker any day, anytime?***

Find a Boss who not only values your talent but also respects your passion, work ethic, values and determination and is not afraid to take a chance on you.

### ***What do you think is the greatest factor for success in the pursuit of one's career?***

Having a clear vision and plan for the future is pivotal for success in any career but you must be able to persist and vigorously pursue that plan with all your resources.

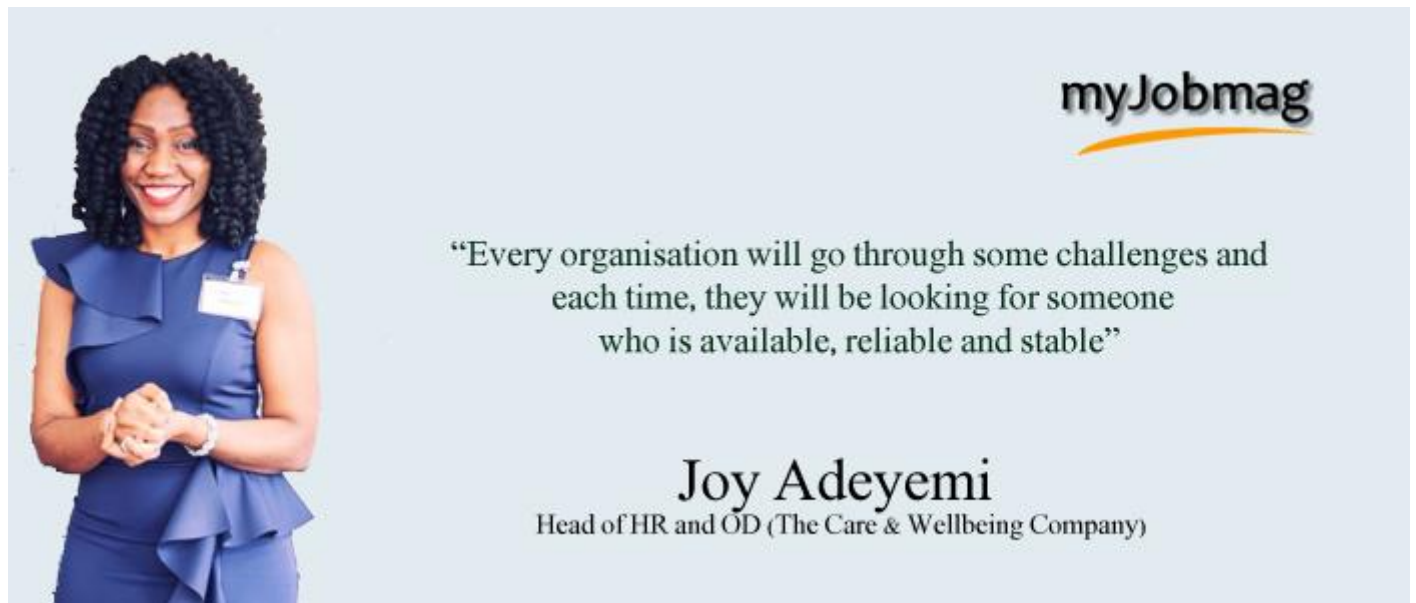
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## 20. Joy Adeyemi

Head of HR and OD

The Care & Wellbeing Company

[LinkedIn Profile](#)



### ***What's the number one advice you would give to a Job-Seeker any day, anytime?***

The 21<sup>st</sup> century job market is changing at a fast rate and 'VUCA' seems to capture this change in that it is 'volatile, uncertain, complex and ambiguous'. There is no end in sight not least with the impact of technology. I believe that to thrive in a VUCA world, academic qualifications and years of experience is not just enough.

### ***What do you think is the greatest factor for success in the pursuit of one's career?***

Get the necessary skills needed for employment. For me, these are the 3 top skills:

1- Adaptability: An employee (or candidate's) ability to adapt flexibly to changes, new ideas and concepts is a key defining trait. There is no job or career for life but when an employee is adaptable, they can thrive in any role, company or situation.

2- Positivity: Although hard to describe in a person specification, employers and recruiters are able to find candidates that are positive. Traits will include 'energy' and passion'. Employees get recognised for their passion and drive, demonstrated through their words and actions – all these is simply a result of positivity.

3- Dependability: Trust is a big part of every relationship in life and especially the employer/employee relationship. Every organisation will go through some challenges and each time, they will be looking for someone who is available, reliable and stable – this is what dependability is all about.

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## 21. Echi Andrew

HR Manager

Lacasera (Jotna Group)

[LinkedIn Profile](#)



### ***What's the number one advice you would give to a Job-Seeker any day, anytime?***

Be consistent, Be persistent, Be innovative! It is a competition between you and other smart candidates (and other factors like budget for the role, closeness to office, and etc.). While waiting and searching, keep building yourself.

### ***What do you think is the greatest factor for success in the pursuit of one's career?***

Learning & Development, Connecting and leveraging.

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## 22. Funlola Oshodi

HR Consultant

HR Aid Consults

[LinkedIn Profile](#)



### ***What's the number one advice you would give to a Job-Seeker any day, anytime?***

My number one advice for job seekers: Make sure you have a well-prepared CV. As a recruiter, I sometimes get as many as hundreds of applicants for a single role. This means that I must quickly and efficiently select the best-qualified applicants by scanning through as many CVs as possible. In situations like this, only well prepared CVs will stand out. A well-prepared CV is one that contains no grammatical errors, is written with a professional font type and size (so the recruiter doesn't have to squint to read), contains all important applicant details, showcases achievements in previous roles and not just the job responsibilities and most importantly contains correct contact information. Nothing like a well-written CV with a 10 digit phone number!

### ***What do you think is the greatest factor for success in the pursuit of one's career?***

Greatest factor for success in pursuit of one's career: Seek excellence in everything. No matter how mundane you think the task you have been assigned is, always do it excellently well because the services of a thorough man will always be in demand.

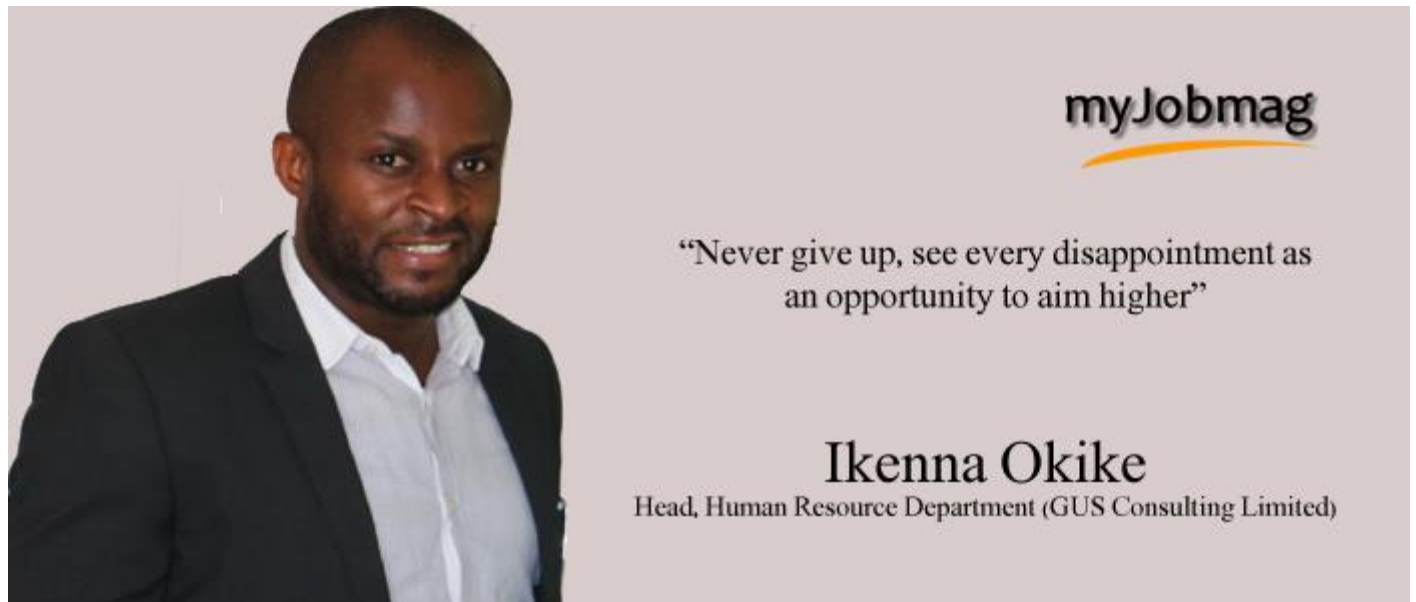
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### 23. Ikenna Okike

Head, Human Resource Department

GUS Consulting Limited

[LinkedIn Profile](#)



***What's the number one advice you would give to a Job-Seeker any day, anytime?***

My advice - Never give up, see every disappointment as an opportunity to aim higher!

***What do you think is the greatest factor for success in the pursuit of one's career?***

My advice is ensure you remain relevant in your profession by developing professionally.

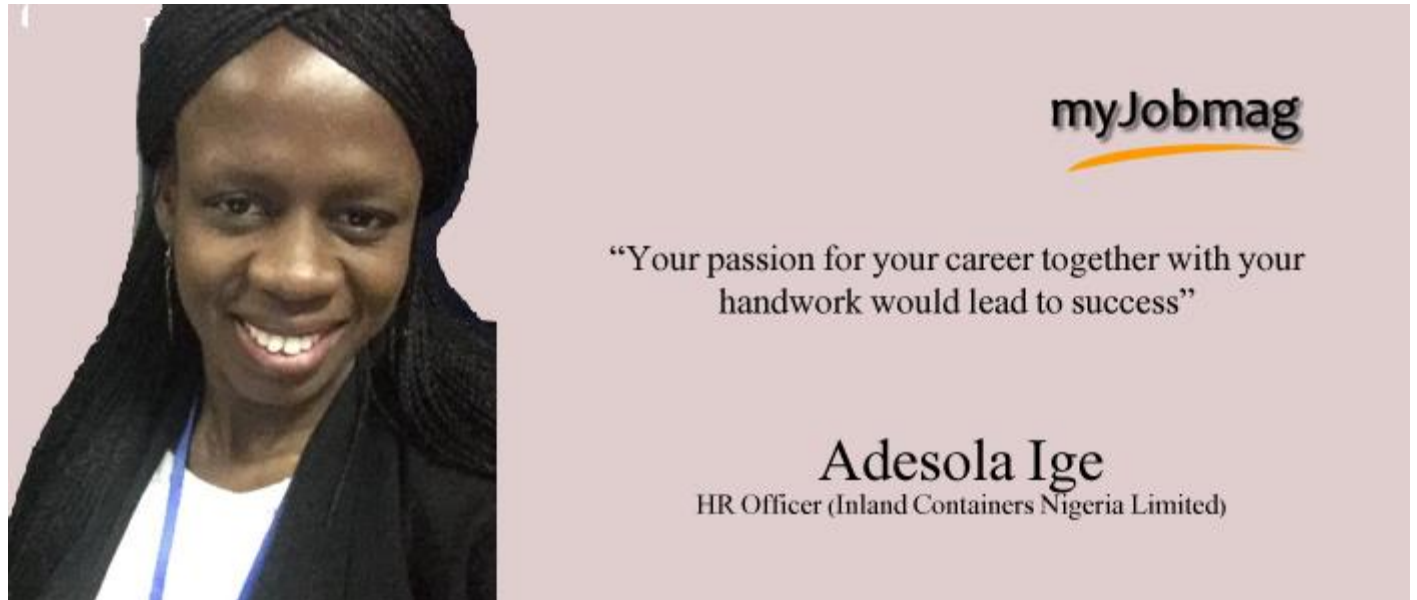
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## 24. Adesola Ige

HR Officer

Inland Containers Nigeria Limited (ICNL)

[LinkedIn Profile](#)



### ***What's the number one advice you would give to a Job-Seeker any day, anytime?***

As a job seeker, invest in yourself and channel your application to the vacancies that best suit you not just every vacancy you come in contact with.

### ***What do you think is the greatest factor for success in the pursuit of one's career?***

The greatest factor for success in the pursuit of one's career is "PASSION". Your passion for your career together with your handwork would lead to success.

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## 25. Uche Bruno

HR Training and Development Officer

Dangote Cement

[LinkedIn Profile](#)



### ***What's the number one advice you would give to a Job-Seeker any day, anytime?***

First and foremost I would say internships are vitally important, most recruiters want to see experience on your CV. Without experience, your CV does not stand out from every other person's. Yes, you've got a degree, but you need work experience to back that up. Ideally, it is in the field you want to get into, but if it is not you would still get something to talk about in interviews.

### ***What do you think is the greatest factor for success in the pursuit of one's career?***

You've got to have passion. I mean you need to be very passionate about your career aspirations and we see that in the way you respond to questions and sometimes your social media activities too would tell us if you're passionate about your career or not.

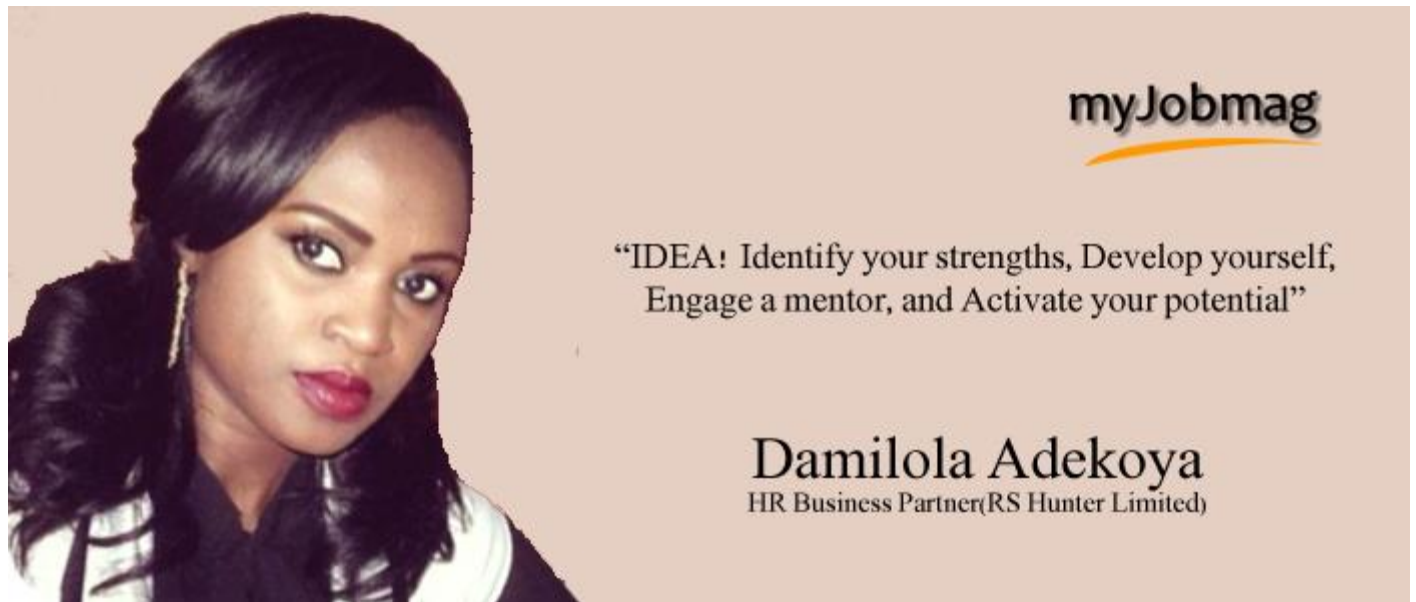
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## 26. Damilola Adekoya

HR Business Partner

RS Hunter Limited

[LinkedIn Profile](#)



***What's the number one advice you would give to a Job-Seeker any day, anytime?***

IDEA!

I – Identify your strengths and weaknesses

D – Develop yourself professionally

E - Engage a mentor

A – Activate your potential

***What do you think is the greatest factor for success in the pursuit of one's career?***

Focus on BUILDING and MAINTAINING strategic relationships.

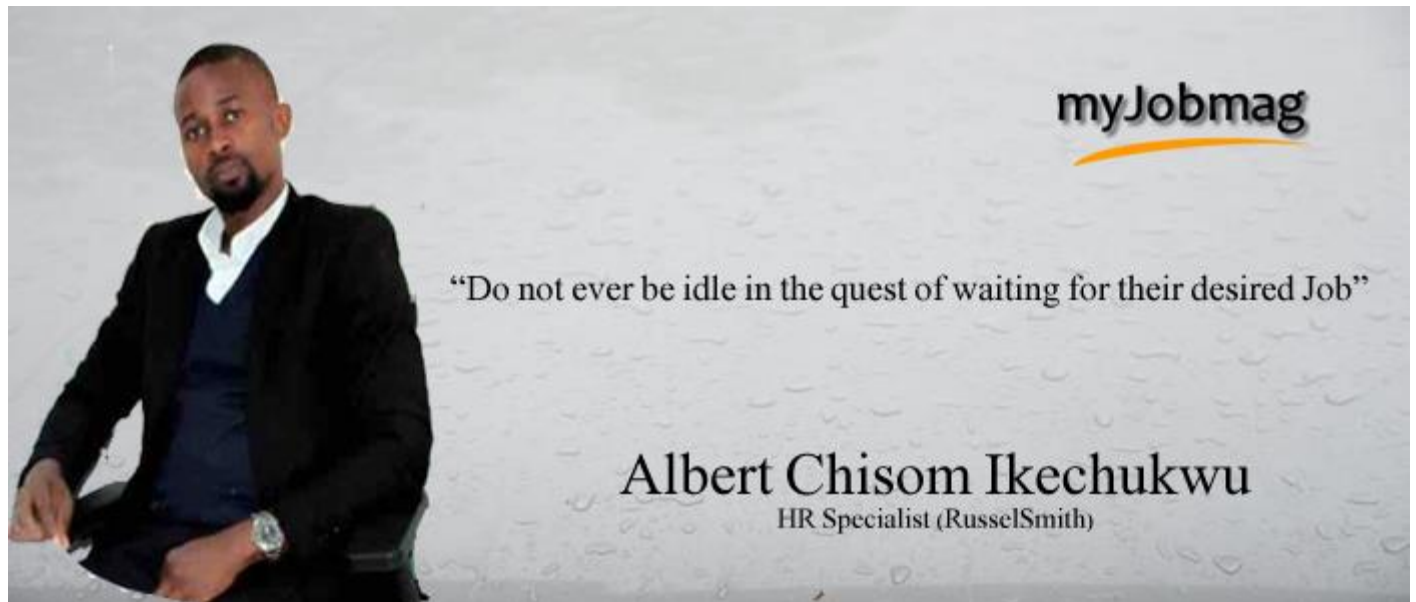
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## 27. Albert Chisom Ikechukwu

HR Specialist

RusselSmith

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### ***What's the number one advice you would give to a Job-Seeker any day, anytime?***

Do not ever be idle in the quest of waiting for their desired Job. Get engaged in personal development by learning new skill or honing already acquired skills. Get engaged in a voluntary service, get an internship position in your line of specialty or learn a vocation while waiting for your desired job. Employers seldom considers applicants with experience or show of ambitiousness or zeal.

### ***What do you think is the greatest factor for success in the pursuit of one's career?***

Continuous improvement; Conscious effort in the continual self-development. This is not limited to acquiring certifications only but also by not being routine on your job. When you are in a team for instance say Human Resources Department which includes L&D, Recruitment& on-Boarding, Rewards, Performance Management and Employee Services/Welfare units. If an employee is a recruitment officer, that employee should not be limited by that role but should be involved in what is called cross-functional (making conscious effort to learning other team members' jobs by helping them). This is usually when a company does not encourage job rotation. This is not going to easy but sure would pay off because if they are to make anyone.

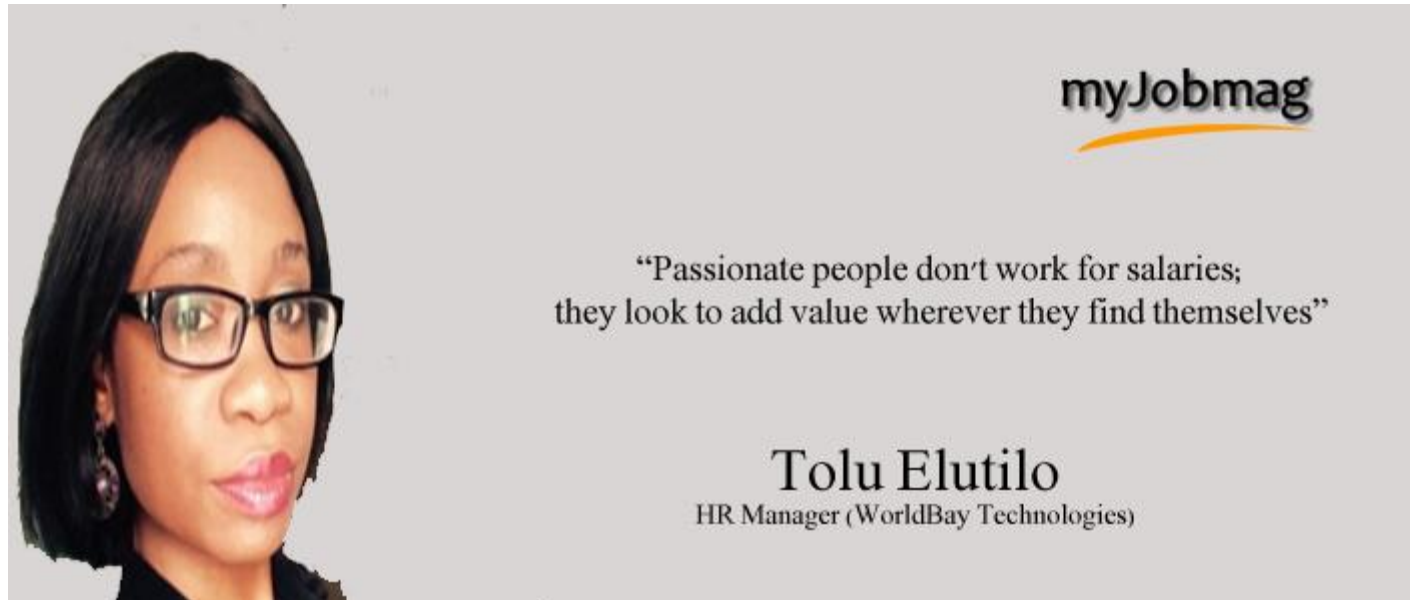
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## 28. Tolu Elutilo

HR Manager

WorldBay Technologies

[LinkedIn Profile](#)



### ***What's the number one advice you would give to a Job-Seeker any day, anytime?***

I will advise a job seeker to have a personal goal and objective first. What are your values? This will tie into your career goal and objectives. What type of job are you looking for? Don't just apply randomly, be strategic in your job search. What type of job do you want? What are your strengths and weaknesses? Are you looking to build a career or just have a job to meet your needs and pay the bills? You have to ask yourself these questions and answer them objectively.

Once you have been able to answer the above questions. Develop a good CV and Cover Letter detailing your education, experience and most importantly your achievements. Send your applications in a professional manner e.g. If you are sending your CV by email. Be respectful, add the job title as the subject of the email and include a little detail on how you will add value to the role. Should you be successful and shortlisted for an interview, dress smartly, arrive early and be prepared. This will help build your confidence during the interview session. Finally ask your interviewer questions at the end.

### ***What do you think is the greatest factor for success in the pursuit of one's career?***

I will say passion, purpose and determination. For success in one's career you have to be passionate about what you do. Passionate people don't work for salaries/benefits but are looking to add value wherever they find themselves. Be driven and determined in the pursuit of your career. You will fail and fall many times, you will be rejected but you have to be determined enough to get back up and not give up. Always look for the opportunity to give and add value, remove the entitlement mindset. Develop your character also, because talent can get you to the top but only character keeps you there. Be humble, kind and treat people with respect. Have a vision for your career and work towards it. Invest in your personal and career development. Network with the right people. Be emotionally intelligent and above all be disciplined, focused and patient as great things take time.

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## 29. Oluwaseun Olatunji

Senior Recruiter

Flexi Staffing

[LinkedIn Profile](#)



### ***What's the number one advice you would give to a Job-Seeker any day, anytime?***

Start somewhere and stay engaged. Unfortunately, many candidates have placed so much importance on how much a job is willing to pay them than the actual opportunities they could have gotten working for such companies. For example, when the new block chain companies were looking for team of developers to work together in order to create *Ethereum* platform, many people turned down the offer because it came with no pay. Today, people who got involved in the block chain technology are now one of the highest paid sitting on a goldmine of global evolving technology. Many candidates have missed different opportunities like this in various industries just because they focused more on how much the salary was, thereby creating unforgiving gaps on their CV's.

### ***What do you think is the greatest factor for success in the pursuit of one's career?***

To become successful in any career, firstly, you have to create a need you can fulfil. Constantly provide solutions, keep up with the trend till you become a true go-to person.

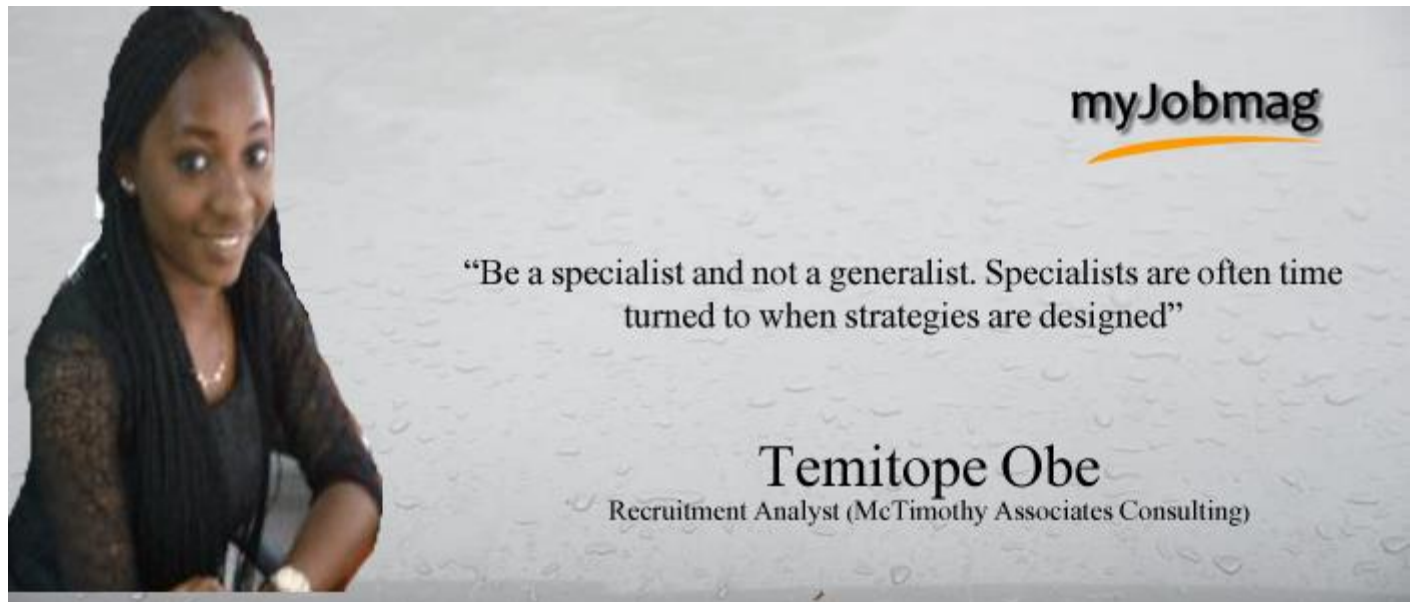
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### 30. Temitope Obe

Recruitment Analyst

McTimothy Associates Consulting

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#### ***What's the number one advice you would give to a Job-Seeker any day, anytime?***

To Old timers: Make yourself employable- learn a lot about a few things. Specialists are always given priority by employers.

To Freshers: Be versatile. Read books, expand your spectrum of knowledge - Employers are thrilled by vibrant, ready-to-learn, and plug-n-play minds.

#### ***What do you think is the greatest factor for success in the pursuit of one's career?***

Be a specialist and not a generalist. Specialists are often time turned to when strategies are designed. Strategists rise up the ladder so fast. Generalists are most times seen as the field soldiers. Growth may be relatively slow, whilst struggling to gain relevance.

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### 31. Akonte Lawson

Talent Acquisition Strategist

Ascentech Services Ltd

[LinkedIn Profile](#)



***What's the number one advice you would give to a Job-Seeker any day, anytime?***

Grow your network! Social media has made this a lot easier as you do not necessarily have to meet in person to strike up a good relationship with anyone. Job seekers need to be alive on social media (for the right reasons), especially on professional networking websites like LinkedIn, Bayt, etc. With the current trend of using social media as a tool for recruiting by most employers these days, there is no better time than now for job seekers to be in the eyes of employers via social media.

One of the ways to achieve this is by liking, sharing, re-sharing and commenting on relevant and educative posts; or by commenting intelligently on posts from the official social handles of their desired companies. By so doing, job seekers will be giving themselves a very good chance of getting seen by recruiters and hiring managers of their choice companies - and they (the job seekers) will be the first to know when their desired employer is hiring. On a more personal note; I have been hired and have equally recruited some fantastic candidates through LinkedIn. As a matter of fact, my current job and the last two have come through my LinkedIn network. Need I say more of the importance of networking?

***What do you think is the greatest factor for success in the pursuit of one's career?***

Attitude! And just like Zig Ziglar said, "Your attitude, not your aptitude, will determine your altitude." No matter how skilled or knowledgeable, without the right attitude, an employee may not reach his/her full potential. A positive attitude is a very critical factor for success. Where this is lacking, it will surely have a negative effect and hinder the employee from climbing up the corporate ladder, which will ultimately affect his/her career goals.

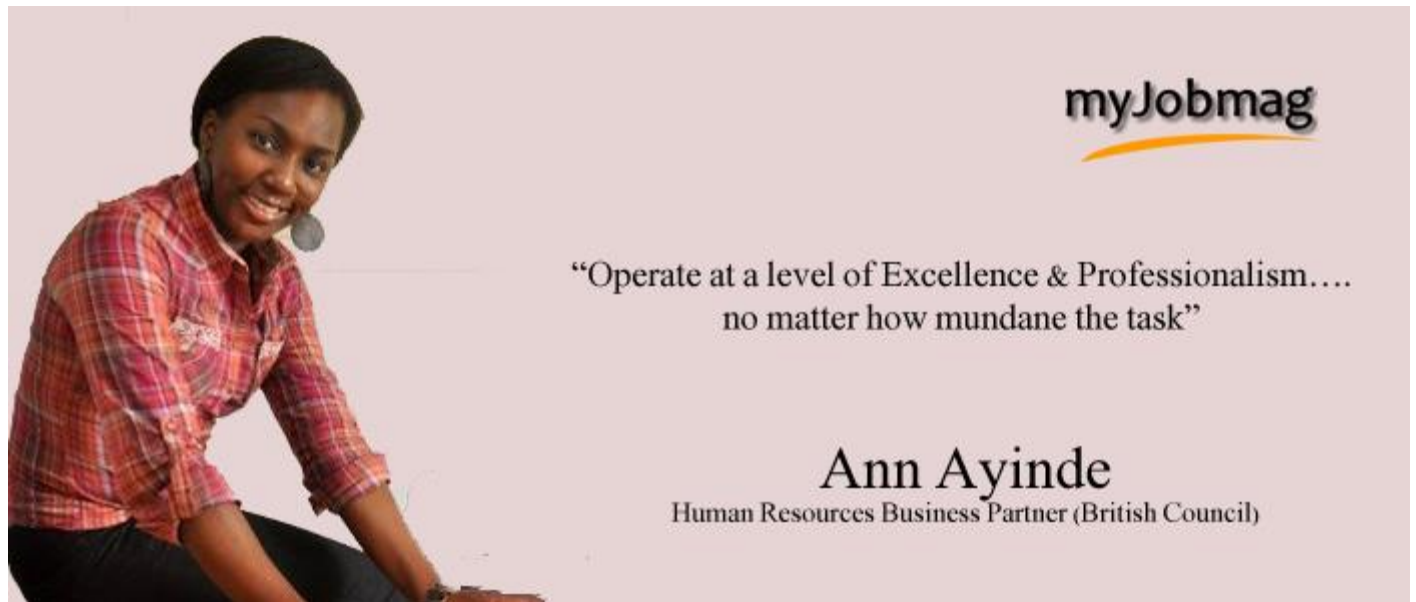
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### 32. Ann Ayinde

Human Resources Business Partner

British Council

[LinkedIn Profile](#)



***What's the number one advice you would give to a Job-Seeker any day, anytime?***

Take your job search seriously by being deliberate about every move. In essence, don't make sloppy moves but ensure excellence in every step.

***What do you think is the greatest factor for success in the pursuit of one's career?***

Operate at a level of Excellence & Professionalism....no matter how mundane the task!

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### 33. Felix Kerere

Talent Acquisition Officer  
Bridge International Academies

[LinkedIn Profile](#)



#### ***What's the number one advice you would give to a Job-Seeker any day, anytime?***

Finding a job is a job itself and that requires discipline and planning to identify where the jobs actually are. It involves applying through job boards, recruitment agencies, establishing personal contact within an organization that can lead to invitation for interview and dedicated networking with individuals working in or related to your desired organization or industry.

#### ***What do you think is the greatest factor for success in the pursuit of one's career?***

Competency: Build competency (Behavioural and Core), knowledge and skills relevant to your career. Be unrepentant on adding value to yourself and embracing continuous improvement. This will foster personal branding and help build and expand your network.

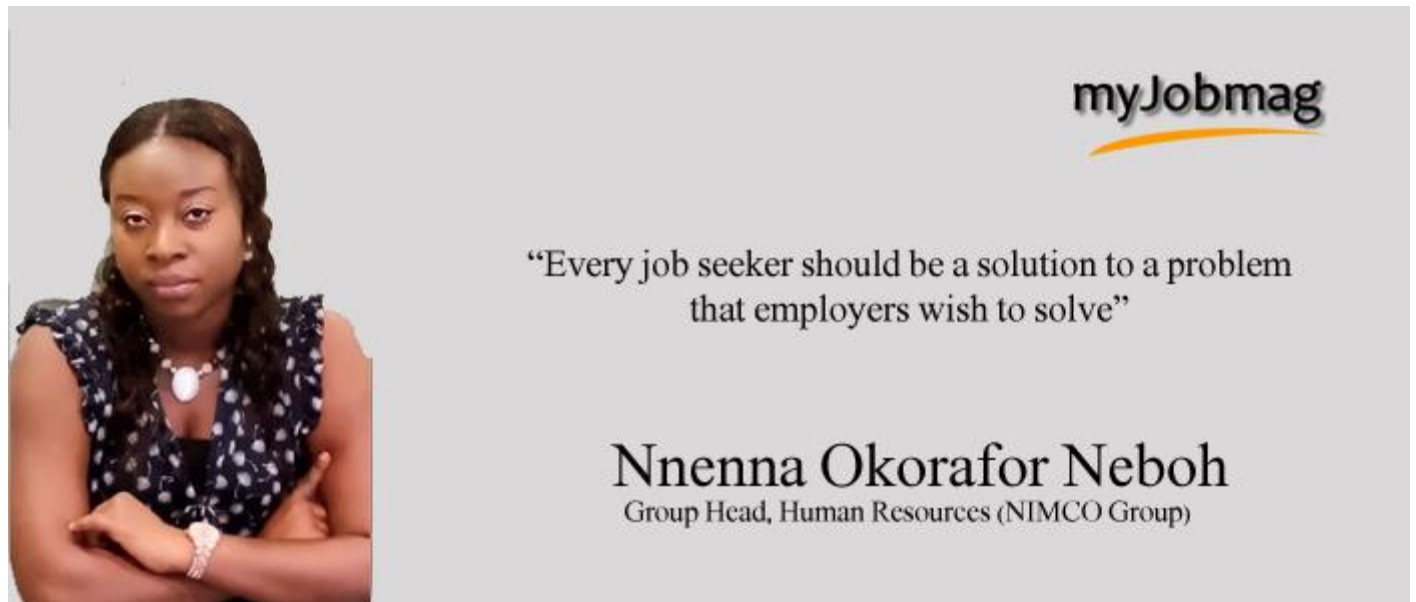
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### 34. Nnenna Okorafor Neboh

Group Head, Human Resources

NIMCO Group

[LinkedIn Profile](#)



***What's the number one advice you would give to a Job-Seeker any day, anytime?***

Number one advice I will give a job seeker any day, any time is to constantly develop his knowledge, skills and abilities relevant to the career he has chosen for himself. He should do a search on the required competencies for the position/role he has interest in and ensure he does his best to acquire them. Every job seeker should be a solution to a problem/challenge that employers wish to solve.

***What do you think is the greatest factor for success in the pursuit of one's career?***

In my opinion, the greatest factor in the pursuit of one's career is passion or zeal. It is the passion, the interest in that particular career path that will keep the person on his toes to constantly develop himself. A person who doesn't have passion for whatever he does, will definitely not go far. A passionate employee/job seeker, knows what he wants and strives to achieve it and thus makes a positive impact in his environment.

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### 35. Great Owete

HR Spokesman

FECA Nigeria

[LinkedIn Profile](#)



***What's the number one advice you would give to a Job-Seeker any day, anytime?***

The number advice I would give to any job-seeker is: Not all jobs are meant for you. Position yourself for Opportunities.

***What do you think is the greatest factor for success in the pursuit of one's career?***

In my opinion, the greatest factor for success in the Pursuit of one's career is "knowing what problem you are passionate about solving" and staying in your lane.

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### 36. Patricia Ozioko

Human Resources Manager

Intercom Data Network

[LinkedIn Profile](#)



#### ***What's the number one advice you would give to a Job-Seeker any day, anytime?***

The number one advice I would give is "Always ensure that you have more to sell than what is written on your resume. That is, your skills are important. Also, don't assume that others may not apply to the job you are presently applying to. You have no idea what direction the business is headed.

#### ***What do you think is the greatest factor for success in the pursuit of one's career?***

Greatest factor for success is "the ability to hang in there". The road to success is steep and filled with thongs, as such only a resilient person will make it. Thank you for your time.

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### 37. Adedeji Adeleke

Human Resource & Sustainability Manager

Henry Karll Company Limited

[LinkedIn Profile](#)



***What's the number one advice you would give to a Job-Seeker any day, anytime?***

Get busy, do something in line with your career goal, offer your services free, even without being paid.

***What do you think is the greatest factor for success in the pursuit of one's career?***

Ability to identify your career goal, and the discipline to hold on till success is achieved.

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### 38. Julia Esezobo

Head, Group Human Resources  
Honeywell Group Limited

[LinkedIn Profile](#)



#### ***What's the number one advice you would give to a Job-Seeker any day, anytime?***

Do your home-work thoroughly. Be sure of what you want out of a career. What skills do you need to acquire to progress the career? What sort of job will help you achieve your career objective(s) and which organization will help you build a career? You need to move from the "job seeker" mentality to a "career builder" mentality.

#### ***What do you think is the greatest factor for success in the pursuit of one's career?***

Passion for the chosen career is extremely critical to success. You must really love what you do and be totally sold to it. Anything short may mean not achieving one's potential or falling off the pedestal because as is normal in life, there will be challenges. It takes passion, determination and resilience to overcome those challenges and forge ahead.

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### 39. Ibem Idika

Head Human Resources

Port Harcourt Electricity Distribution Company

[LinkedIn Profile](#)



***What's the number one advice you would give to a Job-Seeker any day, anytime?***

Create your future. The best way to predict the future is to create it. You can create the type of career job and industry of your desire using a simple proven tool I have designed.

***What do you think is the greatest factor for success in the pursuit of one's career?***

Passion ignites action which is the key to success in every endeavor. A man of passion will pursue his desires just like it is said that pursuit is the proof of desire.

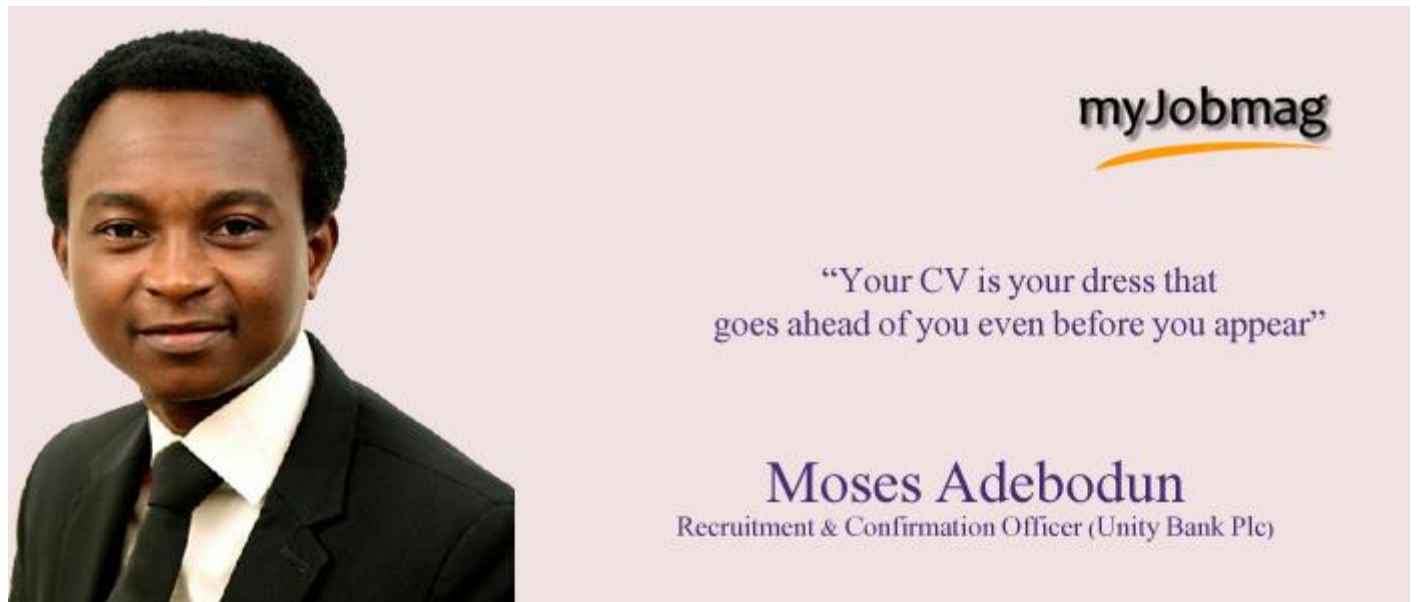
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#### 40. Moses Adebodun

Recruitment & Confirmation Officer

Unity Bank Plc

[LinkedIn Profile](#)



#### ***What's the number one advice you would give to a Job-Seeker any day, anytime?***

In our societal parlance, we say the way you dress is the same way you would be addressed. This has come to be true also in the Professional and career world. Your CV is your dress that goes ahead of you even before you appear and this has determined how a lot of people have been addressed. In my little space, I have seen how decisions have been made to favor or discredit certain individuals based on the look and feel of their CVs. A great CV, well-tailored and structured (fonts, size, arrangement and lyrics) would clearly make recruiters to be biased towards such individuals. People have rightly predicted who gets certain job merely by their CV. So I will say, even if it would take you to pay someone to construct a very good CV for you, please do as this is the very first step towards the attainment of your dream job.

#### ***What do you think is the greatest factor for success in the pursuit of one's career?***

The 4 things that determine success in personal and corporate endeavors are people, places, events and knowledge. Always position yourself to take whatever advantage that might exist from these 4 factors.

**People:** Learn to meet people that have gone ahead in your field of interest and also be around those who will add value to you. Surround yourself with greatness and somehow, it will rub off on you.

**Places:** It is a common saying that a trip of 20 miles is worth more than a book of 200 pages. Get exposure, go places, travel and expand your mind. Tailor movements around area of interest.

**Events:** Attend programs that are of value. Attend seminars, workshops, conference etc. volunteer for events, take opportunities and chances, and never reject responsibilities.

**Knowledge:** Be mentally prepared. In life, opportunities would always come but we lose it when we are less prepared. Some said opportunities meets with preparedness is the definition of good luck. Read books, attend lectures, listen to great minds in your field etc.

Lastly, there is a chief career limiting disease called SHYNESS, avoid it by all means, it has wasted a lot of potentials. Learn to be bold, speak out when required, make your presence known and always make up your mind to not leave a place until your footprint has been registered.

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## Conclusion

The truth is, all of the insights shared above, will amount to nothing if you do not take the appropriate action that is required. As *Dale Carnegie* puts it, "Inaction is what breeds doubt and fear. Action breeds confidence and courage. So, if you want to conquer fear, do not sit home and think about it. Go out and get busy." What this means is that being impressed alone with all that is said above does not guarantee results, *business* with them, is what does. Remember also that "the universe does not give you what you *ask* for with your *thoughts*; it gives you what you demand with your *actions*. Take actions today!

Which of the advice above intrigues you the more? Do well to share your thoughts in the comment section below.

Do well to share this post to every Job-seeker or career person you know out there!

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