



Oliver Alorwu

Talent Development specialist

Paris, France

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Languages

English (Native)

French (Work Proficiency)

About

Results-oriented HR professional with a track record of optimizing talent management processes and fostering employee engagement.

BRANDS WORKED WITH

GEODIS Enterprise

Société Générale

Original Volunteers Ghana

Experience

GROUP TALENT DEVELOPMENT SPECIALIST

GEODIS Enterprise | Sep 2022 - Jan 2024

- Supervised talent identification and recruitment efforts, ensuring alignment with organizational goals and acquiring top-tier talent.
- Employed succession planning initiatives to grow a pipeline of qualified candidates, contributing to long-term organizational sustainability.
- Collaborated with International Mobility team to enhance employee retention through updated People Review and Development policies.
- Led the digitalization of the annual People Review process, resulting in streamlined talent management procedures and increased efficiency.
- Worked closely with the HRIS team to validate scopes of People Review campaigns, ensuring accuracy and alignment with target population.
- Facilitated communication between local and regional HR heads, fostering collaboration and efficient resolution of HR-related issues.



HR INTERN

Société Générale | Nov 2019 - Mar 2020

- Collaborated closely with hiring managers to identify recruitment needs and develop selection criteria, aligning recruitment strategies with organizational goals.
- Conducted full-cycle recruitment processes, including drafting job descriptions, posting on various platforms, and conducting interviews, ensuring timely and efficient hiring.
- Maintained accurate HR records and assisted in budgeting for recruitment costs, demonstrating strong attention to organizational skills.
- Facilitated clear and professional communication between candidates and hiring managers, fostering positive candidate experience.
- Managed multiple HR projects (payroll) simultaneously, utilizing effective planning and organization to ensure successful outcomes.
- Contributed to the design of training programs for junior staff, promoting continuous learning and development within the organization.

JUNIOR PROJECT MANAGER

Original Volunteers Ghana | Jun 2014 - Oct 2018

- Conducted onboarding and induction sessions to European and American volunteers.
- Directed all activities within projects, including priority management, coordinating tasks, and assigning workload.
- Supervised communications and ensured accountability and effective collaboration between the stakeholders of the projects.
- Maintained excellent stakeholder satisfaction by regularly updating the various stakeholders on project progress.

Education & Training

2023

● CIFFOP - Université Paris-Panthéon-Assas

Master 2 in International Human Resources Management,

2022

● Toulouse School of Management

Master of Management,

2020

● University of Lille 2

Bachelor of Business Administration,