

Personal Information

Victor Omotoso Ekundayo

- Fellow, Institute of Chartered Accountants of Nigeria (FCA)
- Fellow, Chartered Institute of Taxation in Nigeria (FCTI)
- Member, Chartered Institute of Personnel Management of Nigeria (MCIPMN)
- Member, Society of Human Resource Management, USA (SHRM)
- Associate, Institute of Chartered Mediators and Conciliators (ICMC)
- Master of Business Administration (MBA), Financial Management
- B.Sc. (Hons.) Accounting

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Personal Statement:

I am self-driven, with strong Financial Management, Human Resource, Quality Management & Corporate Governance skills. My drive for excellence and flair for managing relationships are key to my achievements. I enjoy supporting organisations to grow on all fronts (Balanced Score Card).

Current Employment:

Chief Executive Officer **April**
2020 to date

EVO & HOGG Limited | Consulting, Projects & Services

Address: Suite GF - 008, Israel Plaza, Adetokunbo Ademola
Crescent,
Wuse 2, Abuja. FCT

Responsibilities:

- o Developing high quality business strategies and plans, ensuring their alignment with short-term and long-term objectives of the business.

- o Leading and motivating Partners & Associates to advance employee engagement and develop a high performing managerial team
- o Overseeing all Consulting and Project operations. Coordinating business activities to ensure that they produce the desired results that are consistent with the overall strategy and mission of the company.

Previous Employment:

1. **Associate Consultant, August**
2020 - March 2021
ECOWAS Recruitment Project

CRUIT HR Enterprise Solution | Suites C51 - 53, Sheraton Hotel, Ladi Kwali Street, Abuja.

Achievements:

- o Successful execution of the ECOWAS Recruitment Business Process Improvement (RBPI) project to ensure that the best available candidates are brought into the organisation in the shortest possible time towards the achievement of their overall mandate.

2. **Director, January 2020 -**
March 2020
Career & Skills Development:

Federal Inland Revenue Service | FIRS Training School | Durunmi District, Abuja | www.firs.gov.ng

Achievements:

- o Restructured the Learning function for quality capacity building through the alignment of the curriculum towards regular review and closure of skill gaps.
- o Ensured the realignment of the performance review process as a basis for determining training needs for capacity building and skills development.
- o Improved the Onboarding process to ensure key skills and values required are imbibed before staff are deployed to the field and other critical roles in the organisation.

3. **Director, July 2010 -**
December 2019
Human Capital Management & Development:

Federal Inland Revenue Service | Revenue House | No. 15 Sokode crescent Wuse Zone 5, Abuja | www.firs.gov.ng

Achievements:

- o Improved compliance with HR and Welfare policies in support of the mandate and strategic direction of the Service by using them as a tool in providing motivation, guidance and direction in the Service.
- o Restructured the Human Capital Management & Development Department of the Service, including the establishment of the Human Capital Optimization function for optimal resourcing and deployment of staff.
- o Improved staff motivation by initiating and collaborating with relevant Stakeholders which resulted in the review of staff welfare initiatives as a motivation to improve productivity and deliver on Service targets by establishing target and performance bonuses.
- o Led the HR Process re-engineering and automation via System Application Product (SAP) resulting in the prompt and online payment of salaries and drastic reduction of complaints associated with omissions and non-payment. Also, payslips and Leave advices are system generated and mailed to staff automatically.
- o Introduction of Welfare Policies such as the annual medical check-up for staff and the establishment of a fully equipped Staff Clinic, supported with an Ambulance at the Headquarters and First Aid Clinics at the Regional Offices.
- o Strengthened staff discipline within the Service through the establishment of clear and concise Disciplinary Procedure that promotes fairness. This has resulted in the reduction of staff litigation and payment of compensation.
- o Instituted an automated Staff Complaints Management system in the Service to ensure a coordinated and timely handling of all staff complaints.

**4. Human Resources & Development Manager:
2001 - June 2010**

May

DHL International Nigeria Limited
DHL House, Toyota Bus Stop,
Apapa - Oshodi Expressway, Isolo
Lagos State

Duties:

- o Develop, manage and monitor personnel policies in support of the company's strategic direction by ensuring their continued

relevance and use them as a tool in providing direction, guidance and support in the attainment of a harmonious working relationship within the company.

- o Ensure that relevant processes and procedures are in place to attract, employ and retain quality staff into the company in support of business objectives towards delivering premium service to the customer.
- o Promote compliance and adherence to all Quality standards through effective monitoring of the Quality Systems to ensure that the company is delivering value to all stakeholders whilst complying with the ISO requirements/standards.
- o Ensure compliance with the company's Information Assets Security Standards through regular review and update of policies and carrying out audits to ensure compliance.
- o Ensure that adequate insurance cover exists for all company assets both human and material at all times and that our insurers promptly settle insurance claims within a reasonable period of time.
- o Ensure availability of a realistic Training Plan aligned to the company's strategic objective on an annual basis, continually review the plan to achieve continued relevance and monitor the implementation of the plan.

5. **Controller - Customer Accounting:**
- April 2001

May 1999

DHL International Nigeria Limited

DHL House, Toyota Bus Stop,
Apapa - Oshodi Expressway, Isolo
Lagos State

Duties:

- o Administer the Credit policy of DHL Nigeria in accordance with Management agreements and commercial Contracts entered into by DHL
- o Ensure that all services rendered to credit clients are promptly and accurately invoiced and that accurate statements of client's account are produced on time.
- o Manage an efficient and effective debt collection machinery nationwide through adequate invoicing and record keeping, follow-up calls and reconciliation of client's account to ensure that the working capital requirements of the company are met.

- o Ensure the quality and integrity of billing files by reviewing and making necessary corrections to the transaction files prior to invoice generation.

6. **Controller - Treasury:**
April 1999

January 1994 -

DHL International Nigeria Limited
DHL House, Toyota Bus Stop,
Apapa - Oshodi Expressway, Isolo
Lagos State

Duties:

- o Management of Account Receivables through the Billing and Credit Administration process.
- o Effective custody of all company funds through complete documentation of all Bank and Cash transactions and reconciliation therefrom
- o Management of offshore remittances of international obligations and foreign currency denominated debts.
- o Liaison with Inland Revenue Service on Withholding Taxes, Company Income Tax, Value Added Tax and other statutory deductions.

7. **Head of Treasury and Accounts:**
1993

March - December

Africa Finance Group Limited
No. 3, Norman Williams Street
S.W. Ikoyi, Lagos State.

Duties:

- o Fund mobilisation & liquid asset portfolio management
- o Matching of fund placements against investments
- o Monthly filing of statutory returns to the Central Bank of Nigeria
- o Financial and Management reporting

8. **Treasury Accountant:**
1993

April 1991 - February

NCR (Nigeria) Plc
6, Broad Street
Lagos State.

Duties:

- o Cashflow management and reporting
- o Accounts receivables management through invoicing and days of outstanding sales and payables

- o Reconciliation of bank and cash accounts

9. **Accounts Superintendent:**
1991

July 1989 - January

International Tobacco Company Plc
(formerly Philip Morris International)
Industrial Estate, Offa Road
Ilorin, Kwara State.

Duties:

- o Revenue Accounting and Bank Reconciliation

10. **Cost Accountant (NYSC):**
1987- June 1988

October

Obasanjo Farms Nigeria
Kilometre 5, Idiroko Road
Otta, Ogun State.

Duties:

- o Costing of Agricultural products and livestock including Feed mill Accounting

Educational Qualifications:

1. University of Ilorin, Ilorin MBA (Finance) 1988-
1990
Kwara State. Nigeria
2. University of Ilorin, Ilorin B. Sc. (Hons.) Accounting
1983-1987
Kwara State. Nigeria
3. Christ School, Ado-Ekiti W.A.S.C.E. 1975 -
1980
Ekiti State. Nigeria

Key Workshop/Seminars Attended

- a) Advanced Management Trainers' Development Workshop
2022
(Centre for Management Development, Abuja. Nigeria)

- b) Basic Management Trainers' Development Workshop
2022
(Centre for Management Development, Abuja. Nigeria)
- c) Building High Performance Team in a Digital Economy-
2019
(Prospects Development Services, Atlanta, Georgia. USA)
- d) ICMC- ADR Spectrum; Communication; Basic Psychology; Negotiation;
Mediation; Conciliation; Conflict Analysis and Professional
Ethics. 2018
- e) Strategic HR Management Master Class (CIPMN)-
2017
- f) Effective Board Meeting & Stakeholder Management. -
2016
(Prospects Development Services, United Kingdom)
- g) Society for Human Resource Management Conference (SHRM)
2015
- h) Leader in Action Academy (Crown Agents, United Kingdom)-
2014
- i) Imperatives of Managing the Board of an Organisation
2012
(Crown Agents,
United Kingdom)-
- j) 7 Habits of Highly Effective People (Franklin Covey)-
2002

Software/IT Knowledge

- o SUN Accounts
- o System Application Product (SAP)
- o Microsoft Office Suite (Excel, Word, Access & Power Point)

Other Skill(s):

- o Strategic Focus
- o Change Driver
- o Interpersonal Skills
- o Emotional Intelligence
- o Quality Audit & Management
- o Business Continuity and Contingency Planning (BCCP);
- o Job Grading and Evaluation (HAY Methodology).

Hobbies:

- o Reading
- o Travelling
- o Mentoring

- o Lawn Tennis
- o Car Racing

Referee(s) :

Available on request.