

MARY-ESTHER ANELE

Location: Lagos, Nigeria | Email: maryestheranele@gmail.com | About Me: [LinkedIn](#) | Works: [Portfolio](#)

PROFESSIONAL EXPERIENCE

InclusivelyRemote | *Remote Job Board*

Casper, United States
October 2023 – Present

Product and Compliance Manager

- Built and scaled a digital employment platform serving 6,000+ weekly users and a community of 70,000+ professionals across multiple jurisdictions.
- Conducted regulatory research on cross-border employment, remote work, and labor market requirements to support platform operations and employer partnerships.
- Synthesized feedback from 500+ users using Google Forms, Excel, and Notion to identify policy gaps, operational risks, and product improvement opportunities, informing platform enhancements and user onboarding processes.
- Launched and managed a subscription-based product generating \$5000 in revenue through pricing experimentation and customer segmentation analysis.

AfriSplash | *Recruitment Platform*

London, United Kingdom
October 2022 – September 2023

Product and Compliance Associate

- Increased employer brand visibility by 25% by analyzing LinkedIn engagement data through Sprout Social, identifying optimal posting schedules and content strategies that improved audience reach and engagement.
- Identified candidates by posting roles on LinkedIn and screening 1,000+ resumes via ATS, improving shortlisting efficiency.
- Conducted labor market research across 8 EMEA countries, identifying regulatory compliance gaps and recommending hiring process improvements that reduced legal and operational risks associated with cross-border recruitment.

Workbrook | *HR Tech*

Richmond, United States
July 2022 – October 2022

People Operations Intern

- Managed job postings and candidate sourcing through LinkedIn Recruiter, building pipelines of 300+ qualified mid-level candidates across multiple functions to support client hiring needs.
- Partnered with Product and Engineering teams to conduct 10+ user interviews, synthesizing feedback into product requirements, risk considerations, and process improvement recommendations.

KPMG | *Consulting Firm*

Lagos, Nigeria
June 2021 – August 2021

Workforce Strategy Intern (Advisory)

- Conducted compensation benchmarking across 5 roles using competitor data, client interviews, and internal pay data to inform band decisions during rapid hiring expansion.
- Analyzed 500+ workforce data records using Excel to identify talent, compensation, and retention trends, informing workforce planning recommendations presented to senior executives.

Deloitte | *Consulting Firm*

Lagos, Nigeria
November 2019 – January 2020

People & Purpose Intern

- Supported workforce operations impacting 450+ employees by coordinating onboarding activities, maintaining employee documentation, and ensuring adherence to established HR policies and procedures.
- Improved onboarding and employee record management processes by organizing HR data and standardizing documentation workflows, enhancing data accuracy and operational efficiency.

PERSONAL PROJECTS

CareersWithMary | *Career Coaching Platform*

Lagos Nigeria
September 2024 – Present

Founder & Career Strategist

- Generated \$2,000 (₦3M profit) without paid ads by leveraging organic storytelling and community-building.
- Grew TikTok account from 0 to 14k followers in 4 months by posting daily consistently and optimizing content experimentation.
- Supported 70+ professionals with career coaching, helping them secure interviews and opportunities with Fortune 500 companies.

EDUCATION

Nigerian Law School

Barrister at Law (Licensed to Practice as a Solicitor in Nigeria and Common Law Countries)

Abuja, Nigeria
December 2025

University of Lagos

Bachelor of Law (*Top 10% of the class*)

Nigeria
January 2025

CORE COMPETENCIES

Tools: Google Analytics | HubSpot | Excel | Notion | LinkedIn Recruiter | Lovable | BambooHR | Slack | Claude AI | WordPress | Deel
Industry Knowledge: Recruiting Program Management | Market Research | Trust & Safety | Product Storytelling | Talent Sourcing | Customer Onboarding | Growth Strategy | Cross-functional Collaboration | Platform Policy Development | User Acquisition.