

OMONIYI IPAYE

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PROFESSIONAL SUMMARY

Global HR Operations and People Leader with over 10 years of experience delivering end-to-end employee lifecycle services across EMEA, Americas, and APAC. Proven expertise in managing HR Operations teams, ensuring compliance with regional labor laws, and implementing scalable HR systems and processes. Skilled in driving operational excellence, overseeing data integrity and audits, and optimizing workflows in fast-scaling multinational environments. Adept at leading transformation projects, enhancing employee experience, and partnering with leadership to align HR services with business strategy.

CORE COMPETENCIES

Global HR Operations & Team Leadership	HRIS Expertise (Workday HCM, SuccessFactors, ADP, Deel)
Employee Lifecycle Management (Hire-to-Retire)	Process Optimization & Continuous Improvement
HR Compliance, Policies & Audit Readiness	Change Management & HR Transformation
Data Integrity & HR Analytics (Google Looker, Advanced Excel)	Vendor & Partner Management

PROFESSIONAL EXPERIENCE

Consensys | Remote | EMEA | APAC | US
People Operations Manager | August 2024 – Present

- Lead global HR Operations initiatives across EMEA, Americas, and APAC, overseeing compliance with labor regulations and organizational policies.
- **Administering global HR systems** (SuccessFactor, ADP, Deel, Zendesk, ServiceNow) for employees, overseeing configuration, integrations, vendor management, and transformation projects.
- Created **change management playbooks, user guides, and training materials** for every new automation, driving adoption and empowering managers/employees to self-serve.
- Partnered with Legal, Finance, and IT to harmonize workflows, implement compliance-ready processes, and deliver global HR operational excellence.
- **Embedded AI into employee request workflows**, building a self-service knowledge base that resolved queries instantly and reduced ticket volume.
- **Designed and deployed an automated employment verification system**, eliminating manual

HR processing and saving the team significant time.

- Partner with HRBPs and Legal to address workforce changes, audits, and compliance reviews, ensuring adherence to employment law and internal governance.
- Introduced global SOP frameworks that improved HR operational efficiency by 50% and harmonized workflows across multiple regions.
- Managed HR data audits using Google Looker, ensuring accuracy, integrity, and readiness for internal/external compliance checks.
- Directed the transition of global EOR providers, reducing operational risk while optimizing compliance and costs.

Deel Inc. | Remote | US

HR Operations Manager (EMEA & APAC) | February 2024 - August 2024

- Managed HR Operations processes for employees across 20+ jurisdictions, ensuring seamless onboarding, benefits administration, and payroll compliance.
- Supervised employee lifecycle activities, including disciplinary support and offboarding, with strict adherence to labor and data privacy regulations.
- Delivered scalable compliance frameworks and knowledge management strategies that supported rapid global business expansion.
- Partnered with HR and Legal to align global policies, contributing to the design of integrated HR systems and workflows.

HR Experience Manager (EMEA & Canada) | October 2023 – February 2024

- Oversaw complex HR case management including dismissals and reorganizations, ensuring compliant and empathetic handling.
- Supported leadership on performance management frameworks, aligning HR practices with business priorities.

Global Employee Experience Specialist | June 2022 – October 2023

- Designed and delivered global engagement programs, strengthening employee experience and retention.
- Supported HR transformation projects, ensuring compliance alignment across international operations.

Maersk Ltd | EMEA

People Advisor | December 2021 – June 2022

- Coordinated employee lifecycle processes across Africa and Europe, including onboarding, employee data management, and HRIS (Workday) adoption.
- Conducted HR data audits and analysis to support workforce planning and improve process quality.

Monumental Holdings | Africa

HR Consultant (Project-Based) | November 2021 – December 2021

- Designed HR frameworks to improve compliance, employee engagement, and operational consistency.

Arla Foods Ltd | EMEA

People Operations | December 2017 – November 2021

- Managed end-to-end HR Operations, handling onboarding for 500+ employees annually, time & absence systems, and benefits administration.
- Partnered with leadership to streamline disciplinary and offboarding processes, ensuring compliance and reducing operational risks.

EDUCATION

- MSc, International Human Resources Management | Rome Business School, 2024
- BSc, Labor Relations and Human Resource Management | Lagos State University, 2015

TECHNICAL SKILLS

- **HRIS:** Workday, SuccessFactors, Deel HR, ADP, Velocity Global
- **Analytics & Automation:** Google Looker, Advanced Excel/Google Sheets, Zapier, Google Apps Script, n8n
- **Collaboration & Service:** Zendesk, Slack, Jira, ServiceNow
- **EOR Platforms:** Deel, Velocity Global
- **Programming:** Python (Basic), JavaScript (Professional)

LANGUAGES

- English (Fluent)
- Spanish (Beginner)