

BOLAJI AFOLABI

Business Process Optimization, Workforce & Technology Professional

me@bolajiafolabi.com | bolajiafolabi.com | linkedin.com/in/mobolaji

PROFILE SUMMARY

Business Process Optimization, Workforce, and Technology Advisory Professional with over 15 years of experience in IT services, real estate, construction, and allied industries.

CORE COMPETENCIES

- Strategic & Analytical Thinking
- Workforce & Talent Strategy
- Business Process Optimisation
- Cross-Border Brokerage & Intermediation
- Regulatory Compliance Advisory
- Leadership & Change Management
- Real Estate & Construction Technology
- CRM & Data-Driven Marketing
- Sales & Contextual Marketing (HubSpot)
- Business Intelligence & Data Analysis
- Project & Stakeholder Management
- IT Infrastructure & Data Security

ADVISORY & CONSULTING EXPERIENCE

Project Manager / Research Assistant | Pye-m Systems Ltd

Jan 2023 – Date

- Provided Mutual and P&I (Protection & Indemnity) Mutual advisory support for the Nigerian maritime sector.
- Conducted research and collected data for pioneering P&I Mutuals for Nigeria's Blue Economy.

Partner | Globalclique – HireAfrica

Dec 2022 – Date

- Advised organisations navigating growth and operational complexity, delivering tech-enabled workforce solutions, business process optimisation, and technology-driven business advisory engagements.
- Designed workforce strategies that aligned talent with client business objectives, diagnosing and resolving process inefficiencies constraining operations.
- Sharpened the firm's sector focus toward real estate, construction, and property-sector clients, applying a consistent workforce-process-technology framework across engagements.
- Guided client firms from ad-hoc processes to structured, scalable systems through hands-on advisory combined with practical technology integration.

Lead Advisor | Ibugbe & Partners

Jul 2017 – Date

- Led local and cross-border transaction advisory across commercial real estate and movable/immovable assets, spanning deal structuring, due diligence, and regulatory compliance.
- Served domestic and cross-border clients with a market-informed, detail-oriented approach that protected client interests and ensured smooth transaction close.
- Architected the firm's 2026 service-line structure across Consultancy, Brokerage (commercial listings, business acquisitions, relocation assets), and Advisory (verified intelligence: court records, land registry extracts, site verification, regulatory clarity).

Head of IT / Research and Development | Akin Olawore & Co – Estate Surveyors & Valuers

Jun 2010 – Jun 2017

- Led the integration of technology into real estate operations, applying geospatial mapping tools to property analysis, site selection, and land-use planning.
- Spearheaded a digital marketing and sales system that drove a 500%+ increase in client acquisition and retainership.
- Directed development of bespoke real estate applications and CRM/client-portal systems, and delivered internal training programmes to build team capability in real estate technology.

Real Estate Salesperson | Brokerfield Real Estate Services (a division of AOC Real Estate Group)

Jun 2013 – Oct 2015

- Pioneer salesperson who helped establish and grow the division's brokerage practice from its early stages.
- Facilitated brokerage transactions across real estate segments totaling over \$10 Million (USD) in cumulative value.
- Delivered investment advisory backed by comprehensive market analysis, applying meticulous due diligence on every deal.

EDUCATION

MSc, International Management

Sep 2025 – Jul 2027

Graduate School of Economics & Management, Ural Federal University (UrFU)

Yekaterinburg, Russia.

Master's Degree (M.SC) Urban and Regional Planning

Oct 2013 – Nov 2015

University of Lagos, Nigeria

Bachelor of Technology (B.Tech.), Urban and Regional Planning

Nov 2006 – Dec 2011

Ladoke Akintola University of Technology, Nigeria

RESEARCH INTERESTS

- Workforce & Human Capital — how organisations align talent strategy with operational goals
- Business Process Optimisation — diagnosing and re-engineering inefficient operating models
- Enterprise & Operation Digitisation — technology adoption as a driver of organisational transformation
- Business Transformation — structural and cultural change in growth-stage organisations
- The Middleman Economy — the role of brokers, agents, and intermediaries in value creation and transfer

CERTIFICATIONS & PROFESSIONAL DEVELOPMENT

- Certificate of Completion – UrFU GSEM 13th “Doing Business in Russia” Summer School (2026)
- Saylor University: Business Intelligence & Analytics (2026); Marketing Research, Strategy & Application (2026); Innovation and Sustainability (2026); Organization Structure, Change & the Future of Management (2024); Managing Employees (2024)
- HubSpot: Contextual Marketing, Digital Advertising, Frictionless Sales, Sales Management, Inbound, Certified Content Marketing Specialist, and SEO (2024–2026)
- The Predictive Index: Team Performance, Engagement and Productivity, Leadership and Management Certificates (2023)
- Association of Estate Agents in Nigeria: Mandatory CPD – Running a Profitable and Successful Real Estate Agency Practice in the Present Nigerian Economy (2019)
- Town Planners Registration Council of Nigeria: Registered Member (2016)
- Elmhurst College, Chicago: Skills for the Digital Earth (2015)
- Alabian Solutions Ltd: Web Development (XHTML, CSS, JavaScript, MySQL, PHP & WordPress) (2015)
- Nigerian Institute of Management (Chartered): Proficiency Certificate in Management (2013)

PUBLICATIONS

- Journal Article: “Applying Geospatial Technologies to Real Estate Decision Making in Nigeria” – GIS Professional Magazine, Geomares (United Kingdom). <https://www.gim-international.com/content/article/applying-geospatial-technologies-to-real-estate-decision-making-in-nigeria?output=pdf>

LANGUAGES

- English (Full Professional)
- Russian (Elementary)
- Yoruba (Native / Bilingual)

REFEREES

Available on Request