



LIFECARE CONNECT

AN ANCESTRA GROUP COMPANY · NIGERIA & AFRICA

WE'RE HIRING

HR Manager — Nigeria / Africa Recruitment

LOCATION Uyo, Akwa Ibom State, Nigeria (on-site)	EMPLOYMENT TYPE Full-time, permanent
DEPARTMENT Human Resources	REPORTS TO Business Development Team (Top Management)
APPLICATION WINDOW 1 November – 31 December 2026	TARGET START DATE 4 January 2027

ABOUT LIFECARE CONNECT

LifeCare Connect Nigeria Limited is the CAC-registered umbrella commercial entity through which every Group platform is marketed, contracted and delivered in Nigeria and across Africa. It sits under the Ancestra Group parent brand, alongside LifeCare Medical Group. The Group operates five platforms, three of them in active focus: Ancestra Health (a full health-tech suite — Telehealth, EHR, ClinicOS, Hospital Management OS, Lab Management OS), QualiSentinel (a quality-management SaaS product, also offered as an outsourced Quality Management as a Service), and JAPAC Accreditation (laboratory, testing and certification-body accreditation services). Two further platforms, OneHealth Sentinel and NCD Sentinel, are secondary, longer-lead opportunities pursued primarily through a government and public-sector sales motion. Contracts, invoicing and local employment all run through LifeCare Connect — there is no separate Employer of Record. We are opening our founding operations base in Uyo, Akwa Ibom State, with a start date targeted for January 2027, and are building the launch team that will get every part of that office running from day one.

ROLE OVERVIEW

LifeCare Connect is opening its founding operations base in Uyo and building out the launch team that takes the Group from a documented, ISO 9001-aligned organization into a staffed, operating one. The HR Manager owns that build — running recruitment across Nigeria and, as the Group's Africa footprint grows, across other African markets, while taking ownership of the full personnel-lifecycle system the Group has already put in place.

KEY RESPONSIBILITIES

- Own end-to-end recruitment for the Uyo launch team and all subsequent hiring across Nigeria and other African markets as the Group's footprint grows, from job design through offer and onboarding.
- Screen, interview and progress candidates against approved job descriptions, and build the interview and evaluation discipline the Group's HR-SOP series requires.
- Own execution of the personnel-lifecycle SOP series: competence and training records, probation management, performance appraisal, and statutory/regulatory compliance tracking.

- Approve personnel-records access tiers and own the scheduling of the HR audit programme.
- Own HR nonconformity and corrective action handling, and provide HR's input to the Group's Company-Wide Management Review each cycle.
- Support internal audits of HR records, maintaining the independence the Group's audit programme requires.
- Own exit and offboarding documentation control, coordinating system-access revocation with IT & Systems Administration within the Group's one-working-day standard.
- Design and maintain the Group's job descriptions, org structure and staffing plans in partnership with the Business Development Team as new roles are created.
- Build out HR policy, employee-handbook and statutory-compliance documentation (pension, NHF, NSITF, PAYE) as the Uyo office and future offices come online.

REQUIREMENTS & QUALIFICATIONS

- Bachelor's degree in Human Resources, Business Administration or a related field.
- CIPM (Chartered Institute of Personnel Management of Nigeria) membership, or actively pursuing certification.
- A minimum of 5 years' HR generalist or HR management experience, ideally including multi-country or Africa-wide recruitment.
- Demonstrated experience building HR systems and processes from the ground up inside a growing organization.
- Strong working knowledge of Nigerian labor law and statutory compliance obligations.
- Experience operating within an ISO 9001 quality management system is an advantage.
- High discretion and integrity in handling confidential personnel information.

WHAT WE OFFER

- The opportunity to build the Group's HR function and Africa recruitment capability from its foundations.
- A defined, ISO 9001-aligned operating environment rather than an undocumented start-up scramble.
- Direct visibility into, and influence over, how the Group's five platforms grow and staff.
- A collaborative, founding-team culture based at the new Uyo office.

HOW TO APPLY

Send your CV and a short cover note to careers@lifecareconnect.ng with the position title in the subject line. Applications are reviewed on a rolling basis; early applications are encouraged as interviews may begin before the window closes.

Compensation: Competitive salary, commensurate with experience.