

AMEH MATTHEW OCHE

People Operations & AI Systems · HR Workflow Automation
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PROFESSIONAL SUMMARY

People Operations professional who builds the workflows, automations, and AI-enabled tools that scale modern HR. Promoted to Analyst, People & Culture at Babban Gona within 12 months of joining HR, on the strength of shipping four production systems: a psychometric and cognitive assessment platform for recruitment, a real-time AI behavioural interview platform, a secure organization-wide learning and assessment platform, and an automated approval workflow that has processed **480+ requests with zero operational errors**. Formally certified in AI Fluency by Anthropic. MBA in Leadership and Management. Comfortable working cross-functionally with Product, Engineering, and DevOps to translate operational needs into shippable tooling.

CORE COMPETENCIES

- HR Operations & Employee Lifecycle
- AI-Enabled Workflow Design (Pilot → Scale)
- Process Automation & Standard Operating Procedures
- Compliance, Audit Trails & Risk Guardrails
- Operational Reporting & Dashboards
- Cross-Functional Delivery (Product, Engineering, DevOps)
- Sensitive Employee Data Handling
- Stakeholder Communication & Change Management

PROFESSIONAL EXPERIENCE

Babban Gona · Kaduna, Nigeria

Oct 2024 – Present

Analyst, People & Culture (promoted Feb 2026 from Trainee Analyst, Human Resources)

- **Built and shipped TalentLens**, a multi-tenant recruitment assessment platform that introduced structured HEXACO personality, Personal Reaction Blank (PRB) behavioural risk, and role-specific MCQ screening to the organization from scratch — replacing subjective evaluations that had previously led to behaviourally misaligned post-hire failures. Engineered cycle-scoped data isolation via Postgres Row-Level Security, MFA-protected admin access (AAL2), a pre-registration assignment queue with trigger-based reconciliation, server-side rubric scoring with composite Honesty-Humility × PRB auto-flag rules, and an append-only audit trail of every privileged action.
- **Built and shipped HRsist**, a structured AI behavioural interview platform that displays questions on-screen as the AI agent speaks, captures candidate responses via controlled click-to-speak input, processes them through a speech-to-text pipeline, and routes verbatim transcripts to a recruiter review dashboard. Architected the low-latency WebRTC voice pipeline (LiveKit + OpenAI Realtime API), in-browser proctoring via Google MediaPipe vision tasks, rubric-based post-interview scoring with evidence excerpts, and an AI escalation ladder (silent log → warning → session termination) to defend against prompt injection and out-of-scope manipulation.
- **Partnered cross-functionally on both platforms** with the in-house design team for branding fit and with DevOps to deploy onto organizational infrastructure within an aggressive production timeline.
- **Led the design and delivery of Excelerate**, a secure organization-wide assessment platform for internal testing and performance appraisals. **Deployed across two major appraisal cycles in 2025 and 2026, securely assessing 450+ staff members in total, with 200+ concurrent users supported during peak testing windows and zero system failures.** Features include randomized test generation, anti-cheat monitoring, server-side

grading, role-based access controls, and a Learning & Development surface for course authoring and learner progress tracking.

- **Engineered an automated staff replacement approval workflow** using Google Apps Script and structured spreadsheet routing, replacing fragmented email chains. **Processed 480+ requests to date with zero operational errors**, enforcing timestamping and consistent stakeholder inclusion across managers, analysts, and HR.
- **Designed and validated an AI-driven training video pipeline** with a PIN-gated intake interface for multi-scene lessons, automated workflow triggering, status tracking, and email delivery. Optimized the production workflow for higher output quality and reduced generation time rather than generic cloning. **Delivered 30+ videos during pilot with a 100% success rate.**
- **Built an internal HR knowledge chatbot** using a retrieval-augmented generation pattern integrated into Cliq, giving employees fast, accurate answers to HR policy questions while maintaining structured guardrails around data handling.

Babban Gona · Kaduna, Nigeria

Oct 2024 – Jan 2025

Inventory Control Officer · Career Acceleration Program

- Audited multiple operational units during the 2024 harvest cycle for adherence to company processes and policies; identified control gaps and recommended corrective actions.
- Produced clear audit reports, tracked remediation across teams, and supported organization-wide risk-reduction initiatives. Internally recruited into Human Resources within three months on the basis of performance and demonstrated problem-solving capacity.

EDUCATION

Master of Business Administration · Leadership and Management

2024 – 2025

Valar Institute · A division of Quantic School of Business and Technology

B.Sc. Human Anatomy

2015 – 2019

Ahmadu Bello University, Zaria, Nigeria

RECOGNITION & CERTIFICATIONS

- **Outstanding Team Member of the Year** · Babban Gona Jan 2026
- **Promotion to Analyst, People & Culture** · Babban Gona Feb 2026
- **Trailblazer Award — Most Innovative Team Member, HR** · Babban Gona Sept 2025
- **Team Member of the Month, Human Resources** · Babban Gona Mar 2025
- **"Culture Nugget of the Week" Honoree** · Babban Gona Jul 2025
- **AI Fluency for Educators** · Anthropic Apr 2026
- **Aspire Leaders Program** · Aspire Institute Apr 2026
- **Verbal Communications and Presentation Skills** · Starweaver · Coursera Jul 2025
- **Forward Program** · McKinsey & Company Apr 2024

TECHNICAL TOOLKIT

Workflow & Automation: Google Apps Script, Google Workspace, Spreadsheet automation, SOP design

AI & Generative Tools: Anthropic Claude, ChatGPT, Gemini, Perplexity, prompt engineering, retrieval-augmented generation, AI guardrails (data classification, access controls, audit logging)

Data & Reporting: Operational dashboards, Excel, structured reporting, queue health metrics, funnel analytics

Systems & Platforms: Supabase, PostgreSQL with Row-Level Security, Edge Functions, LiveKit, OpenAI Realtime API, GitHub