GIDEON ONOMAH

Agricultural Biotechnologist | Data Analyst | Recruitment & Programme Operations | Software Developer

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PROFESSIONAL PROFILE

Multidisciplinary professional with a BSc in Agricultural Biotechnology and practical experience across data analysis, monitoring and evaluation (M&E), talent acquisition, programme operations, agricultural research, laboratory analysis and software development. Supports recruitment and workforce-programme delivery at Jobberman Ghana through employer engagement, candidate sourcing, placement tracking, reporting, and digital process improvement. Combines scientific research discipline, field experience and technology skills to translate operational needs into data-driven processes and practical digital systems.

CORE COMPETENCIES

Data Analysis & Reporting | Monitoring & Evaluation | Recruitment & Talent Acquisition | Programme Operations | Stakeholder & Employer Engagement | Agricultural Field Monitoring | Research & Statistical Analysis | Process Improvement | Business Process Automation | Scientific Data Management | Software Development

TECHNICAL SKILLS

Data & Analytics: Excel, Google Sheets, R, GenStat, data cleaning, statistical analysis, visualization, reporting, and M&E.
Software Development: Python, FastAPI, JavaScript, React/Next.js, HTML/CSS, Git/GitHub, REST APIs, PostgreSQL and SQLite.
AI & Automation: AI-assisted workflows, recruitment workflow automation, document/CV processing and process digitisation.
Agriculture & Research: Agronomic data collection, experimental design, field monitoring, scientific reporting and literature review.
Laboratory: Soil chemistry analysis (pH, EC, CEC, nutrients), DNA/RNA extraction, PCR, gel electrophoresis and plant tissue culture.

PROFESSIONAL EXPERIENCE

Data Analyst, M&E | Talent Acquisition **Nov 2025 – Present**

Jobberman Ghana – Mastercard Foundation HAPPY Project

- Contributed to HAPPY programme delivery during a period in which 419 participants were onboarded and completed capacity-building activities.
- Supported recruitment and placement operations contributing to 275 new wage-employment outcomes, including 172 women.
- Closed a mass recruitment of 150 candidates for Ernest Chemist and completed multiple placements for other employers.
- Analyse programme and recruitment data and prepare M&E reports covering operations across 6 regions, 46 districts and 148 communities.
- Track candidate onboarding, sourcing activity, interviews, placements and programme indicators to support follow-up and reporting.
- Engage employers to clarify hiring needs; source, screen, shortlist and match candidates; coordinate interviews and recruitment follow-ups.
- Support digitisation and process improvements for candidate tracking, data collection and recruitment/programme workflows.

Laboratory Intern **Sep 2024 – Dec 2024**

CSIR – Soil Research Institute (SRI), Accra

- Performed soil analyses for pH, electrical conductivity (EC), cation exchange capacity (CEC), total nitrogen, organic carbon, soil acidity and particle size.
- Analysed exchangeable bases including sodium (Na), calcium (Ca) and potassium (K) to assess soil nutrient status.
- Supported soil sample preparation, handling, laboratory testing, data recording and interpretation while following laboratory safety procedures.
- Collaborated with laboratory technicians, supervisors and other interns during soil assessment and documentation activities.

Research Intern **Aug 2023 – Sep 2023**

Biotechnology Department, KNUST, Kumasi

- Assisted with DNA extraction, PCR and gel electrophoresis for crop-trait research activities.
- Maintained and propagated in vitro cultures of local crop species using aseptic laboratory procedures.
- Supported researchers with agronomic data collection, organisation and analysis.
- Conducted literature reviews to support ongoing biotechnology and crop research.

REFERENCES

Available on request.

Agricultural Intern **Sep 2022 – Nov 2022**

Ghana Irrigation Development Authority (GIDA), Tuba

- Monitored agricultural lands allocated to farmers within the irrigation scheme and supported routine field supervision.
- Checked adherence to recommended agronomic practices, farming systems and land-use requirements during field visits.
- Observed crop-production activities, documented field issues and supported follow-up with farmers where corrective action was required.
- Engaged farmers during field activities and supported implementation of appropriate agricultural practices within the scheme.

SELECTED PROJECTS & RESEARCH

HAPPY Recruitment & Workforce Management Platform | *Digital Systems / ATS Project* | *Ongoing*

- Designing an ATS/CRM-style platform around real recruitment operations to centralise employers, vacancies, candidates, applications, interviews, placements and workforce-programme indicators.
- Defining end-to-end recruitment workflows linking employer requirements to candidate sourcing, screening, shortlisting, interviews, placements and follow-up.
- Structuring candidate, job and employer records so recruitment teams can track status changes, actions and outcomes in one operational system.
- Designing reporting and M&E components to connect recruitment activity with programme indicators and placement outcomes.
- Using practical Jobberman recruitment workflows to identify process gaps and translate them into system requirements and automation opportunities.

CV Screening & Candidate Matching System | *Personal Software Project* | *Ongoing*

- Developing a modular application for processing candidate CVs in PDF/DOCX formats and extracting structured information such as name, contact details, skills, work experience and education.
- Building candidate classification and job-matching workflows to compare applicant profiles with job requirements and support recruiter shortlisting.
- Using Python and FastAPI for backend services, with database support for structured candidate records and recruitment data.
- Applying NLP and data-processing techniques to improve CV parsing, skills extraction and candidate categorisation.
- Designing the application with authentication, audit logging and API-based integration in mind so it can evolve into a scalable recruitment product.
- Developing a web interface using modern frontend technologies and Git/GitHub for version control and project management.

Morphological Characterisation of Sorghum Accessions | *BSc Agricultural Biotechnology Degree Project, KNUST* | *2025*

- Evaluated 70 sorghum accessions representing material from Ghana's Sudan and Savanna agro-ecological zones.
- Collected and recorded agro-morphological data using standard descriptors, including plant height, leaf characteristics, stem traits, panicle architecture, flowering, maturity, and grain-related observations.
- Participated in experimental field layout, planting, crop management, and systematic field data collection.
- Organised and analysed agronomic data using Excel and GenStat to support comparison of accessions and interpretation of trait variation.
- Contributed to identification of useful morphological traits and high-performing accessions relevant to sorghum improvement and breeding.
- Strengthened practical skills in field research, experimental data management, statistical analysis and scientific reporting.

EDUCATION

BSc Agricultural Biotechnology | Kwame Nkrumah University of Science and Technology (KNUST), Kumasi | 2025
WASSCE – General Science | Apam Senior High School | 2017 – 2020

PROFESSIONAL TRAINING & CERTIFICATION

- IBM Data Analysis Course – Coursera | March 2026
- Value Chain Development – Agriconnect | January 2025
- AgriBusiness and Entrepreneurship – Agriconnect | January 2025
- Digital Literacy to Advance Digital Skills Development and Prepare Youth for a Digital Future – Agriconnect | July 2024

ADDITIONAL ACTIVITIES

- Red Cross Society – Assisted with coordination of first-aid support for athletes during an inter-school sports tournament.
- Rotary Club outreach – Supported transportation and distribution of donated items and supplies during community outreach.

REFERENCES

Available on request.