



Talent Ace Ltd
RECRUITMENT & TALENT. LAGOS

MINE 1000 · RECRUITMENT & TALENT · LAGOS 2026

NIGERIA'S ENTREPRENEURIAL SPOTLIGHT

MINE 0005 . RECRUITMENT & TALENT . LAGOS

Made in Nigeria Entrepreneurs (MINE)

Adedolamu Olaribigbe

From Feeling Undervalued to Building a Recruitment Business,
Talent Ace Ltd



MINE 1000 SPOTLIGHT 2026

From Recruitment to Owing the Pipeline

In Nigeria's talent market, the gap between a CV and the right hire is where most companies bleed money - wrong person, wrong role, wrong fit, repeat. For Adedolamu Olaribigbe, that gap is the entire business. She is a Lagos child through and through. She grew up in the city's everyday rhythm of pace, hustle and structure, in a household where business and professional careers shaped her early sense of how money moves: earned, structured, and ideally not capped by someone else's salary scale.

The dream she carried into adulthood was simple - "I just wanted to have a job and earn money." Entrepreneurship wasn't the plan. The plan was security. So she did exactly that. She built a career inside the system - first as Recruitment Manager at a fitness company, then as an Assessor for HR consulting firms. Both roles gave her the two things she'd one day build a business on: a sourcing playbook for finding people who actually fit a role, and a network of HR professionals who trusted her judgment. They also gave her a slow, quiet conviction.

Year after year, she watched companies pay for her instinct while she carried the weight of delivery. She felt underpaid, undervalued, and over-worked. "I had a knowing," she says, "it was time to start my own recruitment firm."

In 2020, at 34, she walked away from salaried life and registered Talent Ace Ltd with zero capital. The bet was simple. Recruitment doesn't demand inventory, premises, or borrowed money. It demands judgment, tools, and trust - and she already had all three. Day one was her bedroom and a laptop. Her first client came through a partner's referral - an IT company that needed multiple roles filled in a short window. She delivered. They paid in full. The model was validated, the doubt collapsed, and she has not stopped since.

Five years later, Talent Ace helps Nigerian businesses find and hire the right talent, and helps candidates land roles where they're actually valued. The approach is unfussy and durable: source aggressively, vet rigorously, deliver on agreed timelines. Most clients arrive through referral. Most candidates leave better placed than they came in. And Adedolamu - still lean, still in control of her time - is still her own boss.

"My words are my bond. I deliver quality service at agreed timelines."

- Adedolamu Olaribigbe, Founder Talent Ace Ltd. 2026



-MINE 0005 FIFTH FEATURE

She Quit the 9-5 to Build Talent Ace

Adedolamu Olaribigbe launched Talent Ace Ltd in 2020 with no startup capital. What she had was a recruitment manager's playbook, a network of HR assessors, and the hard-earned conviction that she was being underpaid, undervalued and overworked. She decided that ended. She started from her bedroom, with a laptop and the sourcing tools she already knew. Her first deal came from a partner referral - an IT company that needed multiple roles filled. They paid. The model worked.

2020
FOUNDED

#0
STARTUP CAPITAL

5 yrs
IN THE GRIND

SECTION A - THE FOUNDER'S ORIGIN STORY

Lagos-born, Shaped by the 9-5

Born and raised in **Lagos, Nigeria** - the city that doesn't let you stand still. She grew up inside its everyday rhythm of pace, hustle and structure, the kind of upbringing that builds **resilience, adaptability, and an early sense of independence** before you ever learn the words for them. Lagos teaches you to read a room, move on a deadline, and finish what you start.

WHERE DID YOU GROW UP?

Born and raised in Lagos, Nigeria - the city that doesn't let you stand still. She grew up inside its everyday rhythm of pace, hustle and structure, the kind of upbringing that builds resilience, adaptability, and an early sense of independence before you ever learn the words for them. Lagos teaches you to read a room, move on a deadline, and finish what you start.

WHAT DID YOUR PARENTS DO?

Her parents worked in **business and professional careers** - the kind of household where a steady work ethic was the framework for everything else. From an early age she absorbed the idea that **money is earned, structure protects it, and your output is the only honest argument for your worth**. It would later become the lens through which she measured every salaried role she held.

WHAT DID THE YOUNGER YOU DREAM OF BECOMING?

"I just wanted to have a job and earn money." The honesty in that sentence is the whole story. She did not grow up with founder fantasies. The dream was security - a good role, a real salary, a path that made sense. Entrepreneurship arrived later, by inference, not by ambition.

WHEN DID YOU DECIDE TO RUN YOUR OWN BUSINESS?

It was a slow burn, not a lightning bolt. Years inside HR and recruitment had given her the playbook - and given her the math. "When I felt underpaid, undervalued and overworked by an employer, I had a knowing. It was time to start my own recruitment firm." The decision crystallised in 2020. She was 34. She didn't wait for permission.

WHO INSPIRED YOUR ENTREPRENEURIAL JOURNEY?

Her answer is one word: God. Faith framed the leap from salaried life to self-employment, and it kept her in the seat through the cash-flow seasons that didn't cooperate. Conviction, not comfort, is what moves her. When she talks about resilience, she means it spiritually first and operationally second.

BEFORE THE BUSINESS, WHAT DID YOU DO?

She was **Recruitment Manager at a fitness company**, and an **Assessor for HR consulting firms**. Both roles were the apprenticeship she didn't know she was getting. The first taught her how to source, screen, and deliver under deadline; the second taught her how a professional HR practice operates from the inside. By the time she resigned, **she was already doing the work of a recruitment firm - just for someone else's bottom line**.



"Recruitment doesn't need capital – it needs trust, tools, and a network."

-Adedolamu Olaribigbe, Founder, Talent Ace Ltd. Lagos 2026

SECTIONS B & C
- BIRTH & STRUGGLES

Quitting the 9-5, Building the Pipeline: Year One

What didn't kill the business...

YOUR VERY FIRST CUSTOMER?

"My first customer came through my partner. He referred a client who needed multiple roles filled in her IT company. After the positions were successfully filled, she paid. The payment was a confidence booster - proof that what I had built quietly inside someone else's company could stand on its own."

WHAT WAS DAY 1 LIKE?

My bedroom. Just me and a laptop. I didn't need capital to start - I just needed the right tools and the right clients. Recruitment is a knowledge business, not a stock business. The premises were never going to be the bottleneck."

LOWEST FINANCIAL POINT?

"I've had to ask landlords for extensions on rent more than once. I've gone without things most people consider basic. The experience has made me far less dismissive of anyone who says they're struggling."

BIGGEST MISTAKE IN YEAR ONE?

'It was a struggle to get clients - the first year was a crawling stage. I had to learn that doing the work isn't enough; people have to know you exist, and they have to know what you do. Visibility and consistent outreach matter as much as the work itself.

WHEN DID YOU ALMOST QUIT?

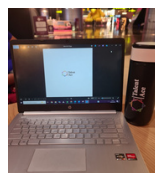
'I have never thought of quitting. The past successes were my motivation to keep going forward. My business is like my child - I cannot abandon it. Each completed brief was a reminder: the model works, you work, keep going.

BIGGEST PERSONAL SACRIFICE?

'Time, mostly. I love the flexibility of being an entrepreneur - I am in control of my time, but the goal is always to deliver on my promise within agreed timelines. I rest when I need to and work when I have to. The two have to live together.'

ANY BETRAYALS ALONG THE WAY?

'By people I considered friends - those I offered services to and who refused to pay in full. It taught me the difference between goodwill and a business contract, and to put both on paper before either of us forgets which one we're in.'



FIRST BIG WIN

The IT Multi-Role Mandate

A partner referral, multiple roles filled, and the first paid retainer that proved the model worked.

SECTIONS D & E - BREAKTHROUGH & THE BUSINESS TODAY

-BREAKTHROUGH & TODAY

From Solo to a Trusted Recruitment Brand

BIGGEST OPPORTUNITY THAT CHANGED YOUR TRAJECTORY?

"My partner referred a client who needed multiple roles filled within a short period. After the deal was completed, the recruitment fees paid off. That moment showed me there was more - that I could earn more on my own terms than I ever could on someone else's payroll."

THE ONE DECISION THAT TURNED OUT BRILLIANTLY RIGHT?

"Quitting my job as a Recruitment Manager and plunging into the entrepreneurial space. It looked risky from the outside - leaving a steady salary, no investor, no contract pipeline. But it pointed me at a path that was less structured but far more valuable and far more scalable. Five years in, that decision still pays compound interest."

MOST POPULAR PRODUCT TODAY?

Recruitment services for Nigerian businesses - the full pipe, from brief to placement. "Customers love it because my words are my bond. I deliver quality service at the agreed timelines, every time. In a market where promises are cheap, consistency is the differentiator."

WHAT SETS YOU APARTS FROM YOUR COMPETITORS?

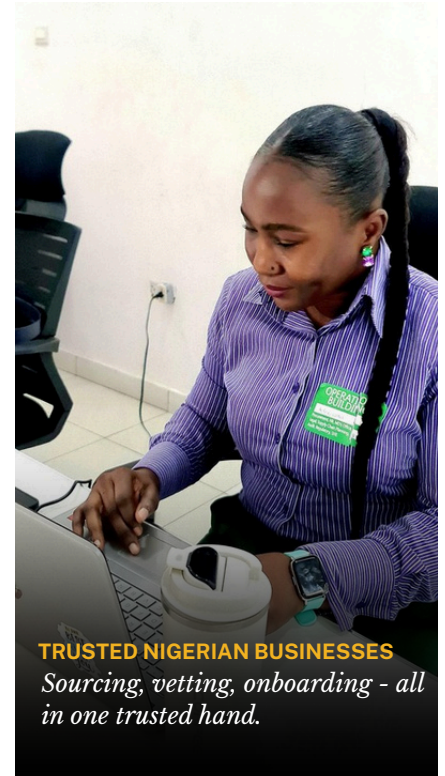
Discipline and delivery. From sourcing through to onboarding, the entire process stays in one trusted hand - no handoffs, no dropped balls, no candidate left wondering what happened next. Clients buy that consistency once, then they refer their network. Most of my new business arrives by referral.

WHEN DID YOU KNOW YOU MIGHT SUCCEED?

"When my first client paid the recruitment fee in full before I started sourcing for candidates. That kind of trust isn't given to a startup - it's given to a track record. The signal was clear: the work I had done quietly for years had earned me a seat at the founder's table."

BIGGEST OPERATIONAL CHALLENGE RIGHT NOW?

"Expansion. The model works lean, but lean has a ceiling. The next chapter is structure - proper systems, a small dedicated team, and processes that don't depend on me being the bottleneck for every brief."



TRUSTED NIGERIAN BUSINESSES
Sourcing, vetting, onboarding - all in one trusted hand.

SIGNATURE SERVICE

End-to-End Recruitment

From the brief to the offer letter, Talent Ace handles sourcing, vetting, interviews, and onboarding - so businesses get the right hire and candidates land where they're valued

FULL SERVICE MENU

- | | |
|----------------------------|---------------------------|
| 01. Talent Sourcing | Channel + Vetting |
| 02. Onboarding | End to End placement |
| 03. HR Assessment | Role design support |
| 04. Talent pipeline | Long term hiring partners |

FLAGSHIP FIRM Talent Ace Ltd.

IDEAL CUSTOMER

Business Owners,
Referral-based

ANNUAL REVENUE

₦5M - ₦25M

CURRENT LOCATION

Lagos (home-based)

TEAM SIZE

Solo founders + sourcing tools

NEXT PRODUCT

Implement systems, scales beyond solo

SECTOR

Recruitment. HR. Talent

SECTIONS F, G & H - LESSONS, IMPACT & FUTURE

Lessons from Building Talent Ace

Five years in, Adedolamu shares the trade-offs, principles, and personal definitions that have kept Talent Ace lean, trusted, and growing.

WHAT DO YOU KNOW NOW THAT YOU WISH YOU KNEW ON DAY 1?

"Sustaining a business can be challenging, but with the right mindset and goals set, you focus on achieving them. The work doesn't get easier - you get sharper. People management is the toughest part of any business. Learning values, attitudes and character is the work behind the work."

BIGGEST MYTH ABOUT ENTREPRENEURSHIP TO DEBUNK?

"Entrepreneurship isn't for everyone - but everyone has an entrepreneurial mindset. Those in 9-5 have just traded theirs for the employer's. We've been programmed to see 9-5 as the ideal. It isn't the only path."

HOW DO YOU HANDLE TAXES AND COMPLIANCE?

"It's our responsibility to pay our tax. As a business, one must comply. Compliance isn't friction - it's the price of being a real business that intends to last. The sky is large enough to accommodate everybody."

WHAT ADVICE WOULD YOU GIVE ASPIRING ENTREPRENEURS?

"Ask yourself the right question: does it get hard? Yes, it does. But tough times don't last - only tough people do. Set the right goals, focus, and refuse to be moved by every setback."

WHAT PROBLEM DOES YOUR BUSINESS SOLVE BEYOND PROFIT?

"Talent Ace creates job opportunities for people to become independent and provide a life for their families. Every adult in a family must find work to live a meaningful life. Each placement is one more household supported."

WHERE DO YOU SEE TALENT ACE IN 5 YEARS?

"Growth in structure, processes, and people. Filling multiple positions for many companies. Implementing proper systems so the business can run beyond me. And eyeing global markets - not as a fantasy, but as the next disciplined step."

MOST VALUABLE SKILL FOR YOUR SUCCESS?

"People management. Managing people - values, attitudes, character - is the toughest job and the foundation of any business that lasts. The technical work follows. People come first."



"Recruitment is people management, and people management is the toughest job in any business that lasts."

-Adedolamu Olaribigbe, Founder Talent Ace Ltd.

SPOTLIGHT INTELLIGENCE - FOUNDER DATA PROFILE

Founder Intelligence Profile

A structured data portrait of Adedolamu Olaribigbe -key facts, milestones, and metrics from her MINE 1000 spotlight.

Adedolamu Olaribigbe

Talent Ace Ltd.
RECRUITMENT. HR SOLUTIONS. LAGOS EST. 2020

- MADE IN NIGERIA
- 5 YEARS BUILDING
- MINE 0005

| | | | |
|----------------------------------|---------------------------------|--------------------------------|-----------------------------------|
| ₦0 STARTUP CAPITAL | 2020 YEAR FOUNDED | 34 AGE AT LAUNCH | Surulere HQ · LAGOS |
|----------------------------------|---------------------------------|--------------------------------|-----------------------------------|

COMPANY SNAPSHOT

| | |
|----------------|------------------------------|
| Legal Name | Talent Ace Ltd. |
| Trading As | Talent Ace Ltd |
| Sector | Recruitment . HR |
| Annual Revenue | ₦5M – ₦25M |
| Team | Solo + sourcing tools |

FOUNDER PROFILE

| | |
|------------|----------------------------|
| Education | Graduate |
| Origin | Lagos, Nigeria |
| Key Skill | People Management |
| Background | Recruitment Manager |
| Mentors | God. Faith Anchor |

PRODUCTS & SERVICES

| | |
|----------------|-------------------------------|
| Flagship | End-to-End Recruitment |
| Core Services | Sourcing. Vetting |
| Ideal Customer | Business Owners |
| Physical Hub | Lagos, Nigeria |
| Distribution | Referrals + Network |

GROWTH & IMPACT

| | |
|-------------------|-----------------------------------|
| Key Pivot | 9-5 to Recruitment Firm |
| Funding Type | Self-funded (zero capital) |
| Support Base | Sourcing. Network |
| Impact Goal | Right talent, right role |
| Expansion Targets | Structured hiring partner |

MILESTONE TIMELINE

- 2020-Q1** Adedolamu launches Talent Ace Ltd from her bedroom with zero startup capital, leveraging a recruitment network and HR assessor experience.
- 2020-Q2** First paid client -via partner referral -hires Talent Ace to fill multiple roles at an IT company. Trust, delivery, and payment in full.
- 2022** Sourcing playbook formalises. Recruitment fees evolve from one-off to structured engagements with retainer-style follow-through.
- 2024** Operations stabilise with steady client referrals, a sourcing toolset, and end-to-end onboarding becoming the brand promise.
- 2026** MINE 1000 Spotlight. Profiled in MINE 1000 as a leading Nigerian recruitment founder ready to scale beyond solo.



3 TIERS AVAILABLE

Invest in Your Story. Secure Your Legacy.

Choose the feature package that fits your ambition.

BASIC

₦50k

Text Profile + Archive

EXECUTIVE

₦150k

Video Documentary

ENTERPRISE

₦200k

Text + Video + Priority

B E N E F I T S

- Funding Opportunity
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- Verified Business Networking
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- e-Magazine copy
- National and Global Visibility
- Largest Annual SME Database
- Permanent Digital Legacy
- 250k newsletter
- Social media distribution

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