

The logo for EnabledJobs, featuring the word "enabled" in blue and "jobs" in green, both in a lowercase sans-serif font.

Trusted on both sides.

Verified employers for job seekers. Verified talent for employers. A product overhaul with AI, career growth and learning partners built in.

Open the mockups >

Next page: the index. Click any card to open that screen.

Nigeria's job market runs on distrust: fake jobs on one side, inflated CVs on the other. EnabledJobs already promises real jobs from verified employers. This overhaul makes trust work in both directions, puts career growth at the centre with training partners, and builds AI into every step to raise quality, never volume. It ships as a mobile-first web app that installs like the iOS app.

> Click any card below to open that mockup. Every page has ↑ Index to bring you back.

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- AI

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R2

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Scale, numbers

R3

Components
Buttons, inputs, chips

R4

Navigation and layout
App and desktop

R5

Voice and AI disclosure
How it sounds

Confidential

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Prepared by Farawa · October 2026
People, companies, partners and figures are illustrative

Trusted on both sides

Most platforms compete on volume: more jobs, more applications, more AI auto-apply. That deepens the distrust. EnabledJobs competes on trust, built as a ladder for each side and backed by a guarantee.

For job seekers

Every job is real, every employer is checked, and nobody is left wondering.

- 1

Employer verified in person (CAC, address, people)
- 2

Trust score on every company, explained
- 3

Pay band shown on every job
- 4

A decision on every application
- 5

Alerted at once if a job is removed

Guarantee: never pay to get a job, and always get a decision.

For employers

Every applicant is a real, verified person who applied on purpose.

- 1

Identity-verified candidates
- 2

CVs where every line is evidence-linked
- 3

Skills verified by training partners
- 4

Assessments and references
- 5

No bots: applications are deliberate and capped

Guarantee: verified people, honest CVs, no spam applications.

	Large job boards	AI auto-apply apps	EnabledJobs
Employer checks	Light or none	None	In person, re-verified
Candidate checks	Self-reported	Self-reported	ID, issuer, references
Pay shown	Often hidden	Varies	Every job
Decision on every application	No	No	Guaranteed
Role of AI	Search	Mass applying	Quality: match, tailor, coach
Career growth	Articles	None	Gap reports, partner courses, verified skills

Turning skill gaps into hires

Every gap report creates a motivated learner. Every partner certificate creates verified talent. Every hire proves the loop. Training partners become a growth engine for both sides of the marketplace.



Partner type	Proposed targets	They get	EnabledJobs gets
Training and LMS	ALX Africa, AltSchool Africa, Utiva, Coursera, Google Career Certificates	Motivated learners, placement outcomes	Referral fees or revenue share; verified skills
Assessments	Skills-testing providers	Volume, local market	Assessed candidates for employers
Identity and checks	Nigerian identity and background-check providers	Steady verification volume	Verified seekers and employers
Employers	Companies with hard-to-fill roles	Trained, proven hires	Sponsored-cohort fees
Universities and NYSC programmes	Career offices	Graduate placement data	First-job seekers at scale

How they plug in

Catalogues by API. Progress by xAPI or LTI. Certificates by Open Badges or issuer API, verified on receipt and tagged to skills.

Revenue lines

Referral and revenue share from courses. Sponsored training cohorts. Verified-talent access for employers. Premium human coaching.

Status

Partner names are proposed targets for business development. No partnership is implied.

AI where it raises quality

Sixteen AI features across the seeker app, employer workspace and admin console. The rule behind all of them: AI makes applications better and the marketplace safer. It never sends applications on anyone's behalf, never invents experience, and never makes a hiring decision.

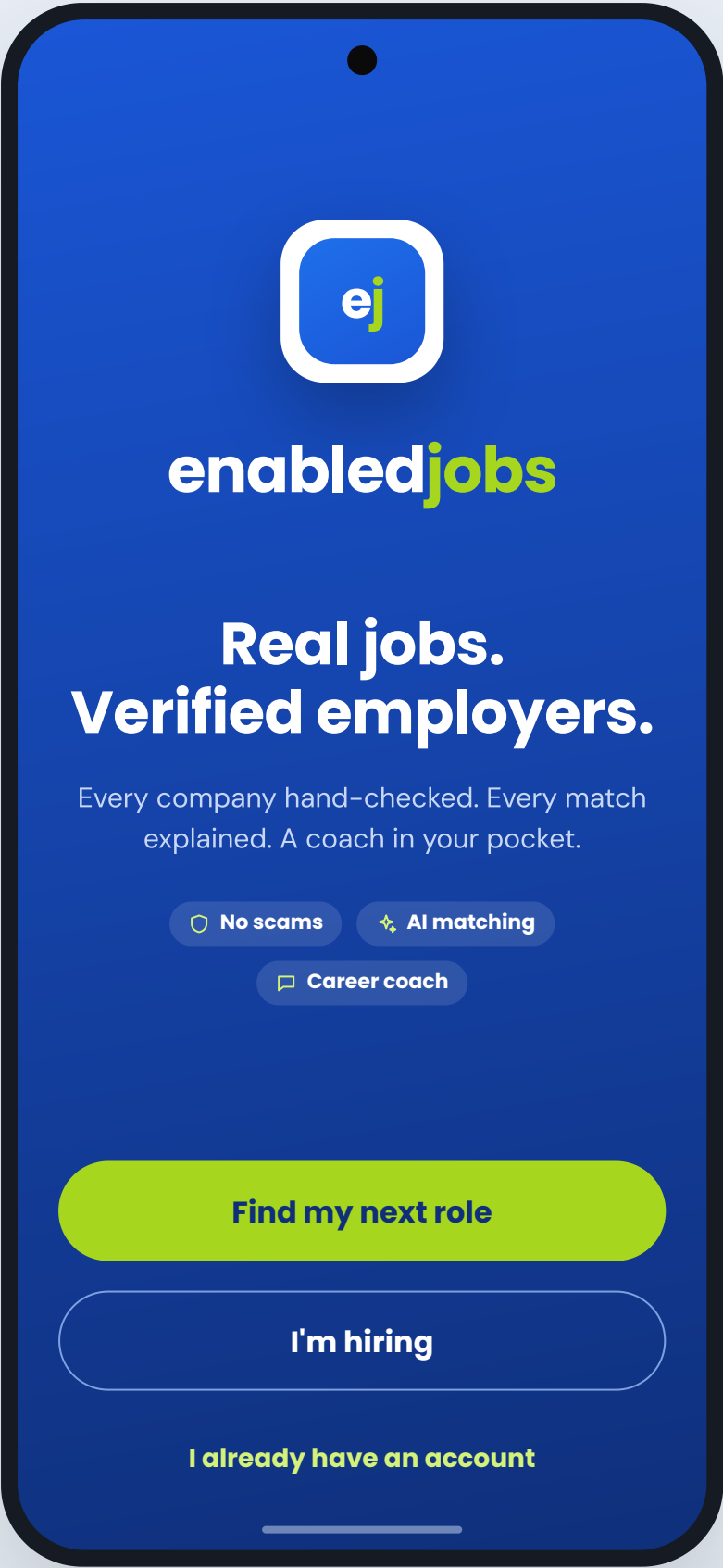
Side	Feature	What it does	Guardrail	
Seeker	CV read	Turns any CV, even a photo, into a structured profile	Nothing published until confirmed	Open
Seeker	Skills passport suggestions	Spots under-sold experience in the CV	Suggestions stay dashed until tapped	Open
Seeker	Explained matching	Ranks verified jobs and says why	Only verified jobs; reason always shown	Open
Seeker	Semantic search	Finds same-skill roles with different titles	Expansion announced, never silent	Open
Seeker	CV tailoring	3 targeted questions, then a sourced rewrite	Every line traces to the CV or an answer	Open
Seeker	Career coach	Salary, switching, applications, grounded in live data	Cites sources; hands off to humans	Open
Seeker	Interview practice	Role-specific mock interviews by voice	Private recordings, short feedback	Open
Seeker	Career paths and learning	Maps skills to paths, including new roles	Demand and pay shown honestly	Open
Seeker	Gap report and positioning	Shows gaps per role and how to talk about them	Reframes with real progress, never hides	Open
Employer	Job post writer	One sentence becomes a structured post	Employer edits and publishes	Open
Employer	Quality and safety check	Flags missing pay, biased wording, scam signals	Blocks fees and early ID requests	Open
Employer	Candidate ranking	Ranks with a readable reason	Blind review; people decide	Open
Employer	Interview questions	Probes each candidate's real claims	Suggestions only	Open
Employer	Verified talent matching	Finds discoverable people with verified skills	Anonymous until the candidate accepts	Open
Admin	Verification risk score	Scores new employers with listed reasons	Agent makes the call	Open
Admin	Scam filter and linking	Blocks scam patterns, links repeat offenders	False alarms reviewed by agents	Open

Borrowed from Sprout

Swipe-simple discovery, job-specific questions before tailoring, one place to track everything. **Left out:** the auto-apply agent, which floods employers and breaks "no bots".

Borrowed from Google

Clean search with visible filters, and skills-based career exploration that starts from what people can already do, not their last job title.



Welcome

WHAT THIS SCREEN DOES

The front door for both sides of the marketplace. One promise (real jobs, verified employers) and two clear doors: job seeker or employer. Replaces today's long scrolling homepage on mobile.

DATA AND INTEGRATIONS

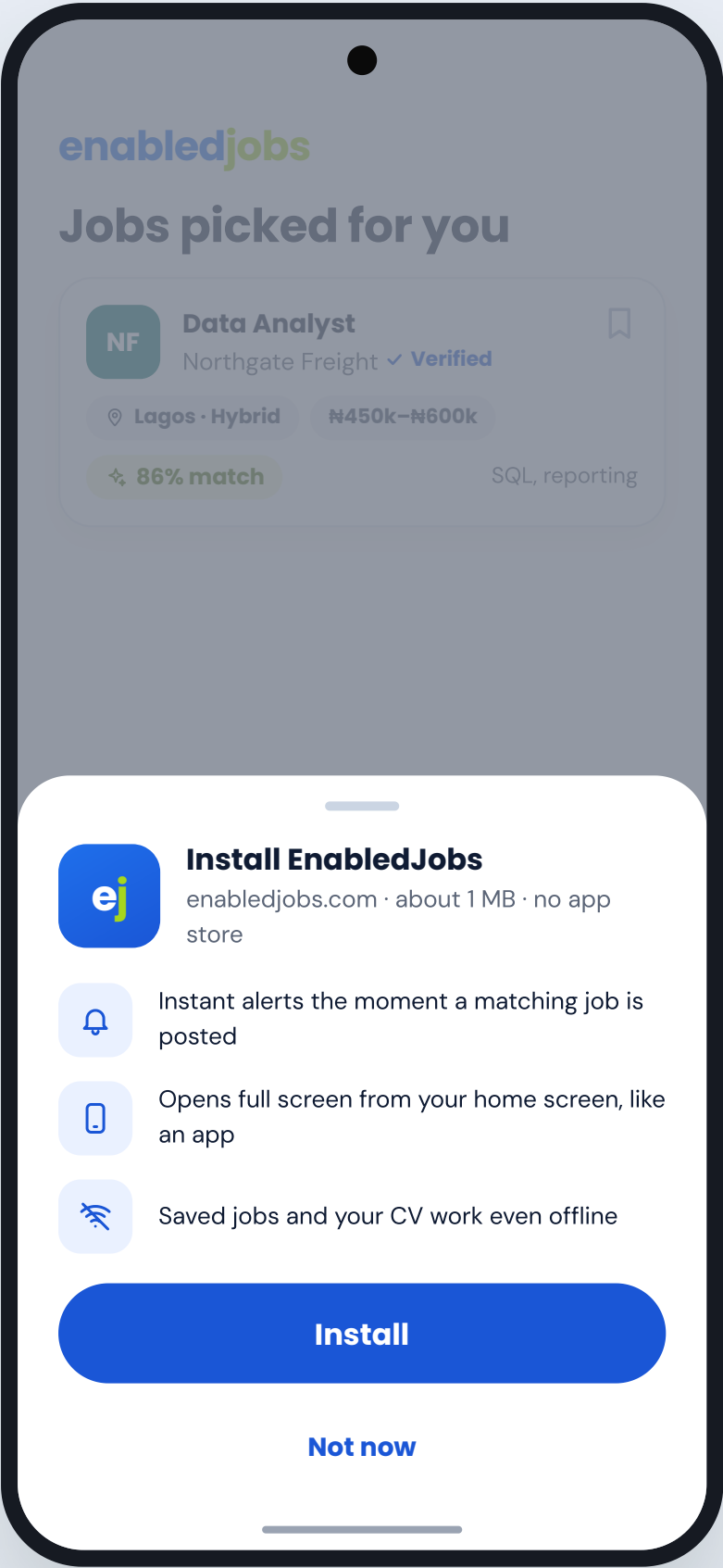
- Same screen whether opened in the web app, the installed web app, or the iOS app.
- Deep links from WhatsApp or job alerts skip this screen and open the job directly.

RULES

- Three proof chips only: no scams, AI matching, career coach.
- No stock photos of "real people": the product is the proof.
- Employers get their own door from the first screen.

LINKS TO

- [Sign up](#)
- [Install on Android](#)
- [Employer workspace](#)



Install on Android

WHAT THIS SCREEN DOES

The website becomes an installable web app (PWA). Android Chrome's own install prompt is triggered after the second visit or the first saved job, with the benefits stated plainly.

DATA AND INTEGRATIONS

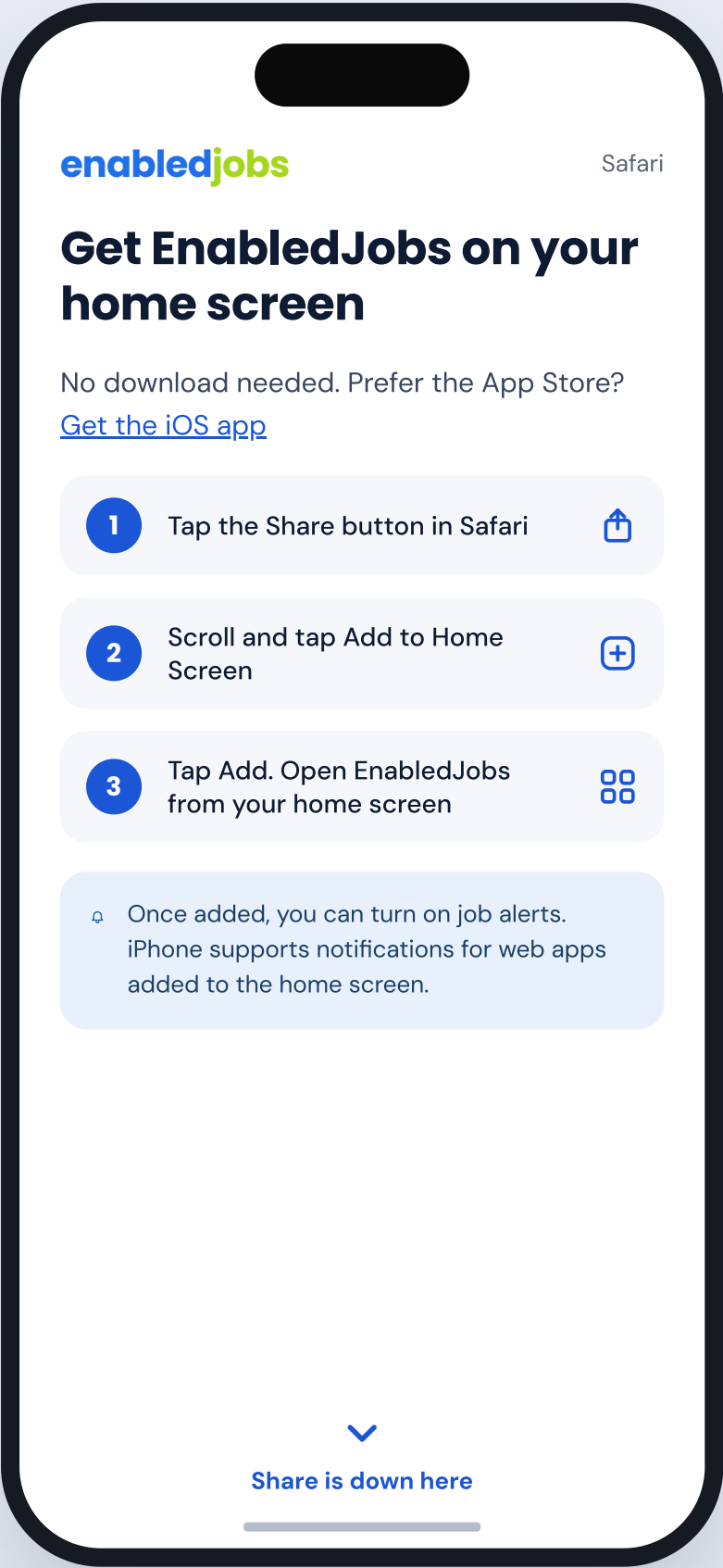
- Web app manifest + service worker; Chrome install prompt (beforeinstallprompt).
- Web Push for job alerts; offline cache for saved jobs, CV and applications.

RULES

- Never shown on the first page view. Trigger: second visit, a saved job, or a completed profile.
- Dismissed prompts wait 14 days before showing again.
- If the iOS app is installed, links open it instead.

LINKS TO

- [iOS install](#)
- [Home feed](#)



Add to Home Screen on iPhone

WHAT THIS SCREEN DOES

iOS has no install prompt, so the web app shows a short, illustrated guide instead, while still offering the existing iOS app for people who prefer the App Store.

DATA AND INTEGRATIONS

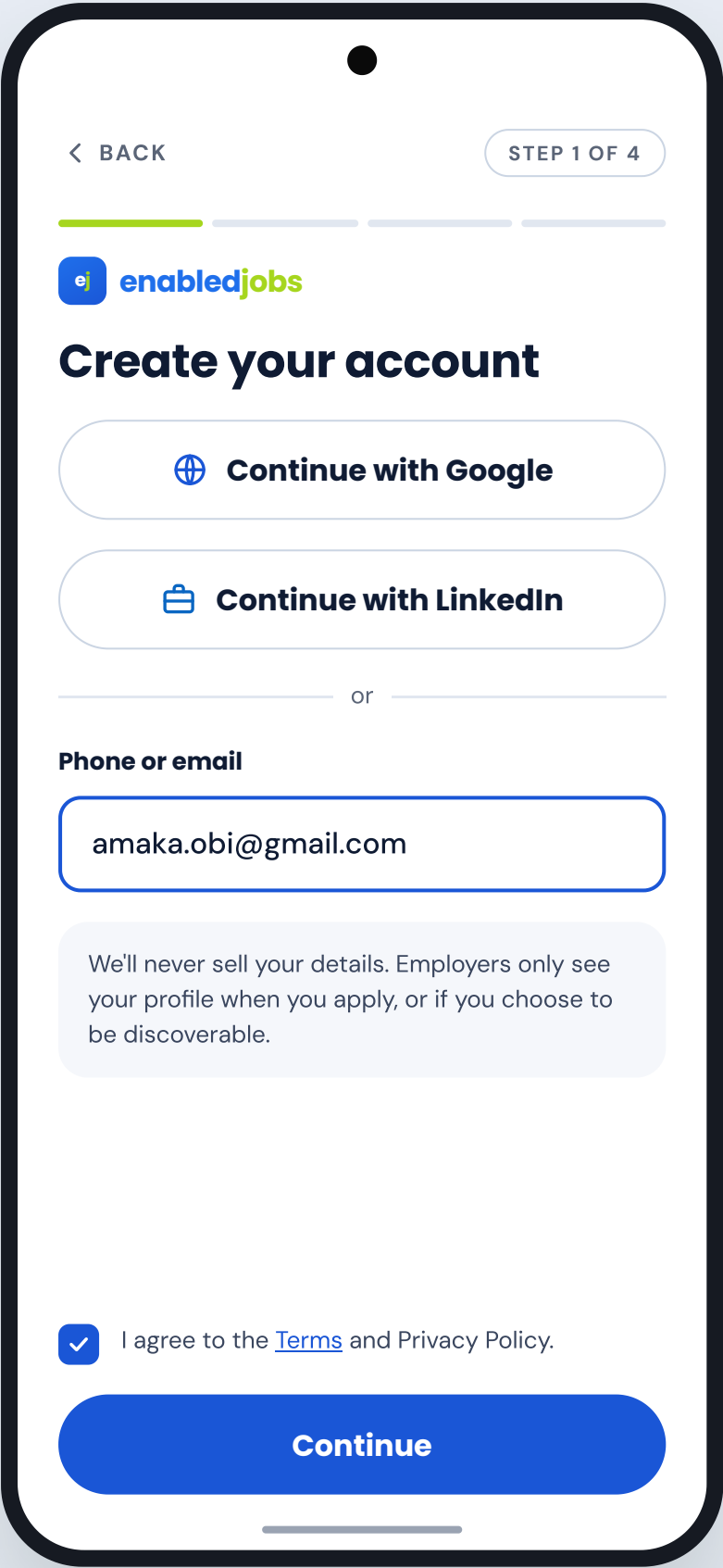
- Detects iOS Safari and standalone mode; never shown once installed or inside the iOS app.
- Web Push on iOS works for home-screen web apps (iOS 16.4 and later).

RULES

- Shown at the same trigger moments as Android, never on first visit.
- Arrow points to Safari's Share button.

LINKS TO

- Android install
- Welcome



Create account

WHAT THIS SCREEN DOES

One-tap sign-up with Google or LinkedIn, or phone or email with a code. LinkedIn import pre-fills work history for the CV step.

DATA AND INTEGRATIONS

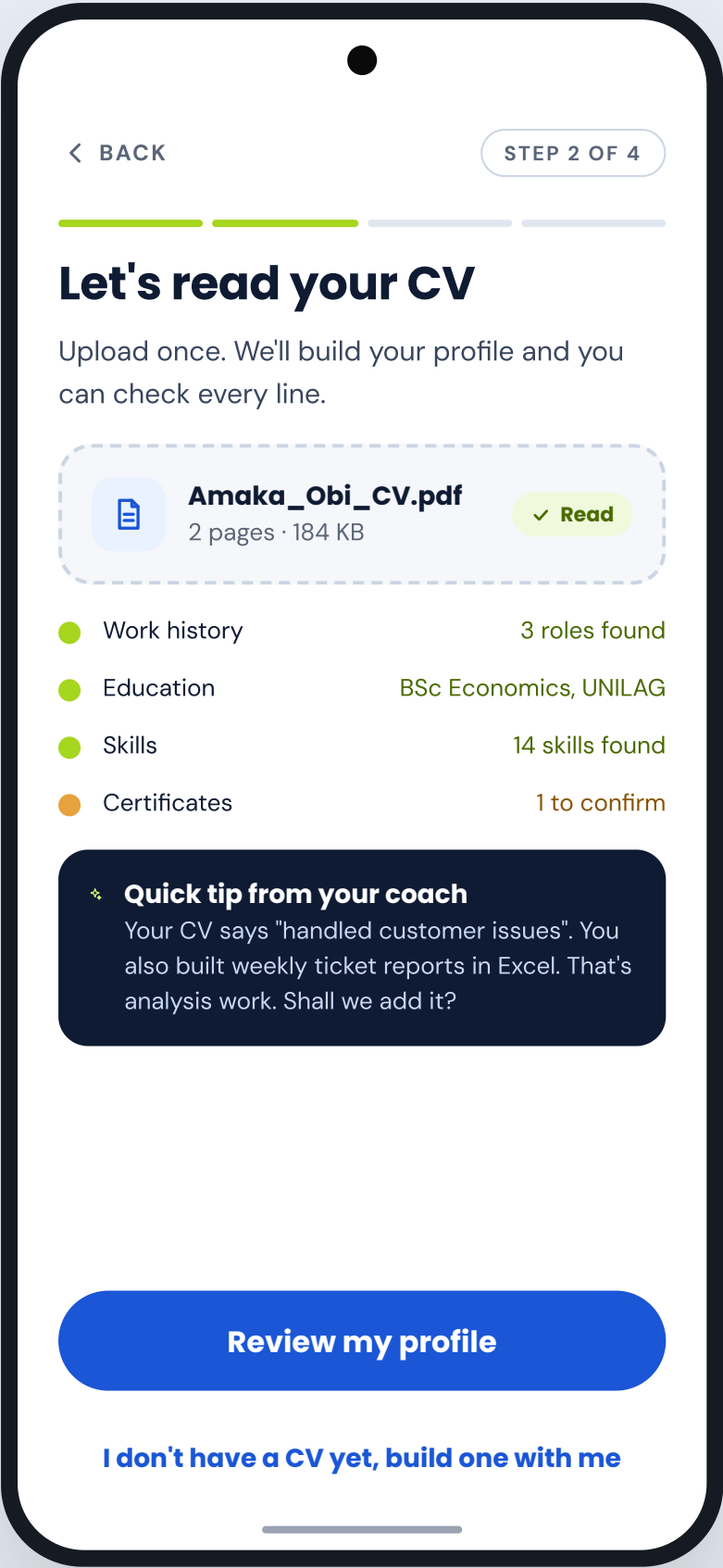
- OAuth with Google and LinkedIn; OTP for phone or email.
- LinkedIn import maps roles and dates straight into the skills passport.

RULES

- Four steps total, shown honestly up front.
- Discoverability is off by default; the seeker chooses it later.

LINKS TO

- Upload CV
- Welcome



CV upload and AI read

WHAT THIS SCREEN DOES

The AI reads the CV in seconds, shows exactly what it found, and immediately spots under-sold experience. Seekers without a CV can build one through a short guided chat instead.

DATA AND INTEGRATIONS

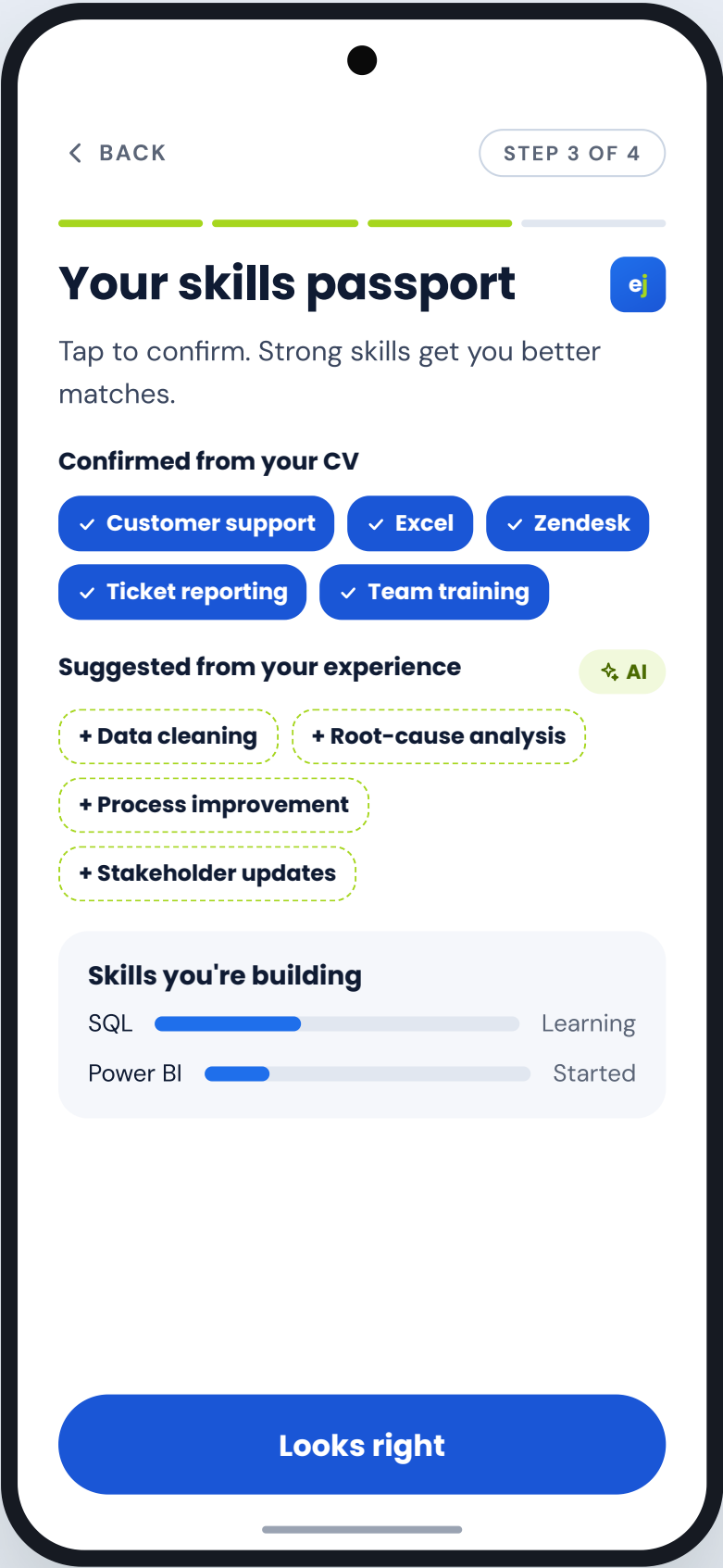
- CV parsing (PDF, Word, photo of a printed CV) into structured roles, education and skills.
- Skills mapped to a shared skills graph, so matching works on skills, not just job titles.

RULES

- Nothing is published until the seeker confirms it.
- AI only suggests what the CV or the seeker supports; it never invents experience.
- "Build one with me" covers first-time job seekers and artisans.

LINKS TO

- Skills passport
- CV unreadable



Skills passport

WHAT THIS SCREEN DOES

The heart of the new product: a living profile of skills, not a static CV. It powers matching, CV tailoring, coaching and the career-path explorer.

DATA AND INTEGRATIONS

- Each skill carries its evidence (which role, which project) and a level.
- Suggestions come from the seeker's own CV text; dashed outline marks them as unconfirmed.

RULES

- Confirmed skills are solid blue; suggestions stay dashed until tapped.
- "Skills you're building" lets people show growth honestly and feeds the learning plan.

LINKS TO

- Preferences
- Career paths

← BACK

STEP 4 OF 4

What are you looking for?

Roles

Data analyst

CX operations

+ Add

Where

Lagos

Remote

Hybrid

Monthly pay, at least

₦350,000

Market for your skills: ₦300k–
₦550k

Open to international remote roles?

Yes, paid in USD/GBP

No

Let verified employers find me

Your name is hidden until you accept

See my matches

What you want

WHAT THIS SCREEN DOES

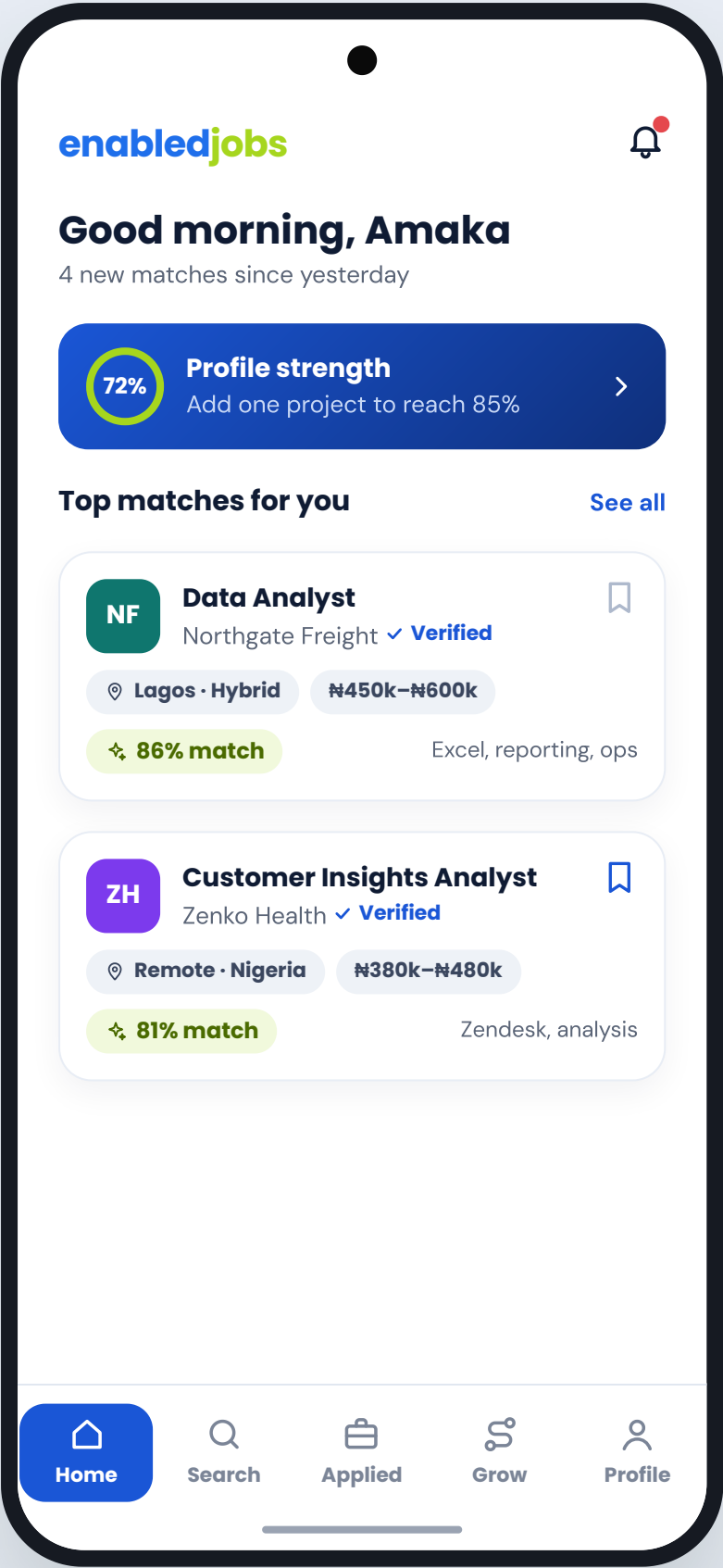
Short, concrete preferences that sharpen matching. A live market range helps people set a realistic salary floor instead of guessing.

- DATA AND INTEGRATIONS**
- Market range computed from salary bands on verified listings for the same skills and city.
 - International remote filter surfaces global employers hiring in Nigeria.

- RULES**
- Discoverable profiles show skills and experience, never the name or contact details, until the seeker accepts an employer's invitation.

- LINKS TO**
- Home feed

Skills passport



Home feed

WHAT THIS SCREEN DOES

Opens on what matters: fresh matches, each with a match score and the reason in a few words. A bottom navigation bar replaces today's hamburger-only mobile site.

DATA AND INTEGRATIONS

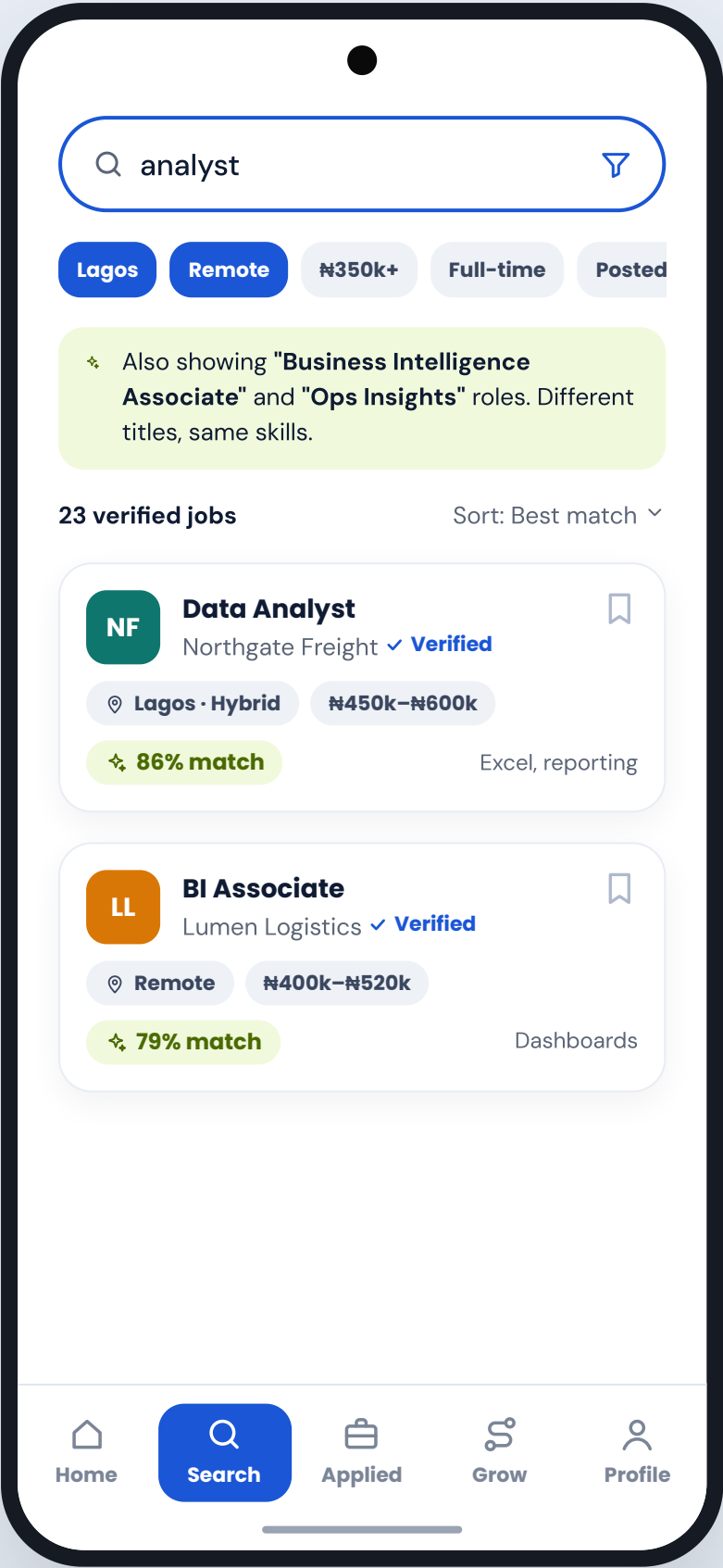
- Matching engine ranks verified jobs against the skills passport, preferences and behaviour (saves, applies, skips).
- Match reason lists the top overlapping skills.

RULES

- Only verified employers ever appear in the feed.
- Every card shows pay. Employers are asked for a salary band when posting.
- Five-tab bottom nav: Home, Search, Applied, Coach, Profile.

LINKS TO

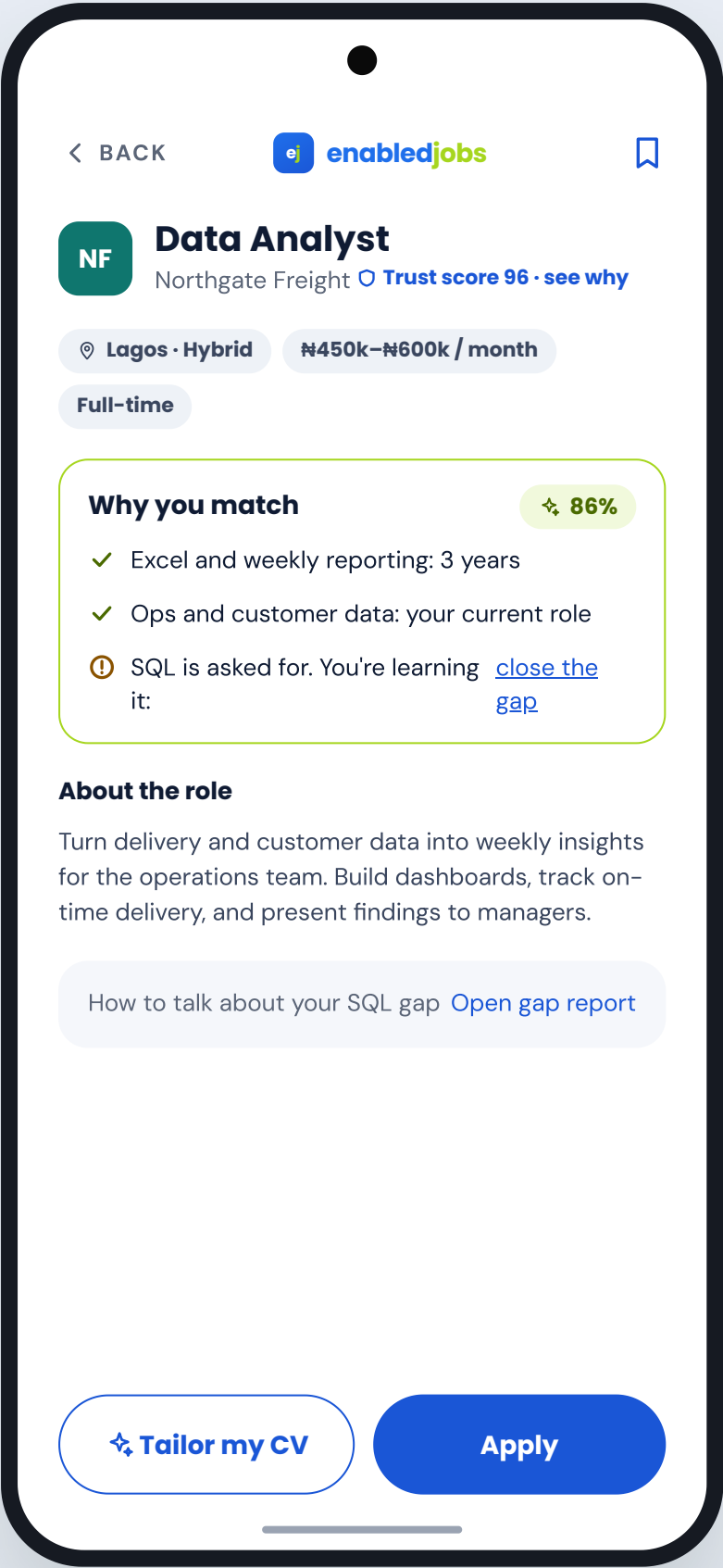
- Job detail
- Search
- Alerts



Search and filters

- WHAT THIS SCREEN DOES
- Familiar, fast search inspired by Google Careers: one box, visible filter chips, and results that understand meaning, not just exact titles.
- DATA AND INTEGRATIONS
- Semantic search over the skills graph: "analyst" also finds BI and insights roles.
 - Saved searches become instant alerts.
- RULES
- Active filters always visible as chips; one tap to remove.
 - AI expansion is announced in a banner, never silent.
 - Sort defaults to best match; "Newest" one tap away.
- LINKS TO
- Job detail

No matches state



Job detail

WHAT THIS SCREEN DOES

Answers the three questions every seeker has: is this real, will I fit, and is it worth it. The match breakdown shows strengths and the honest gap, with a route to close it.

DATA AND INTEGRATIONS

- Verification date and employer response time come from the admin console and employer activity.
- Gap detection compares the job's required skills to the passport.

RULES

- Pay band, location type and verification are always above the fold.
- Two actions: tailor the CV first (recommended when match is below 90%) or apply as is.

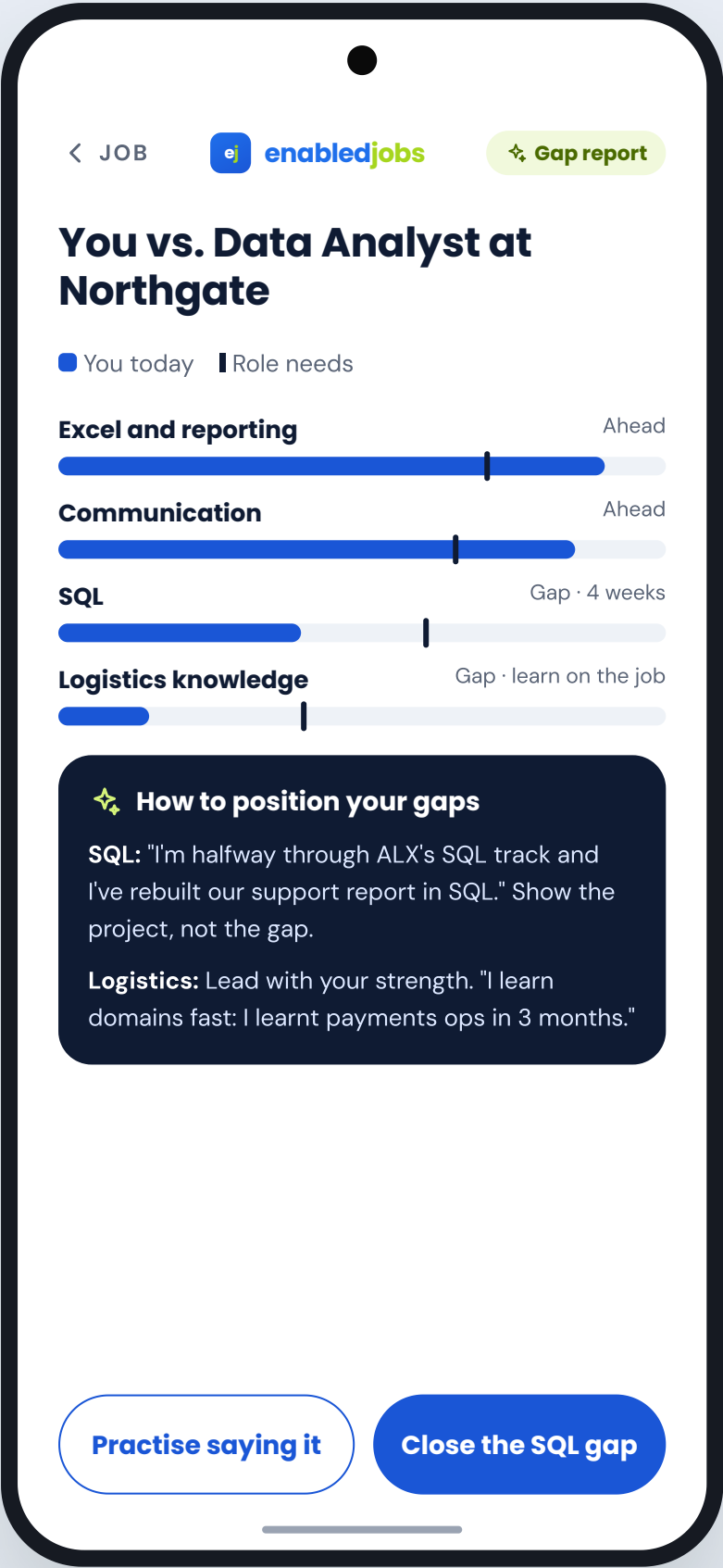
LINKS TO

- Employer trust
- Gap report
- Tailor CV
- Apply



Employer trust profile

- WHAT THIS SCREEN DOES
- The seeker's answer to "is this company real and decent?" A single trust score, explained line by line, from checks EnabledJobs actually did.
- DATA AND INTEGRATIONS
- Trust score from verification checks, response rate, hire reviews and safety reports (admin console).
 - Reviews only from people hired through EnabledJobs.
- RULES
- Every point in the score is a fact the seeker can read.
 - The guarantee appears wherever money or personal data could come up.
 - Brand lockup at the top: this is EnabledJobs vouching, not the employer.
- LINKS TO
- [Job detail](#)[Report a job](#)[Verification \(admin\)](#)



Gap report and positioning

WHAT THIS SCREEN DOES

Career development made specific: where the seeker is ahead, where they fall short for this role, and exactly how to talk about each gap honestly in a CV or interview.

DATA AND INTEGRATIONS

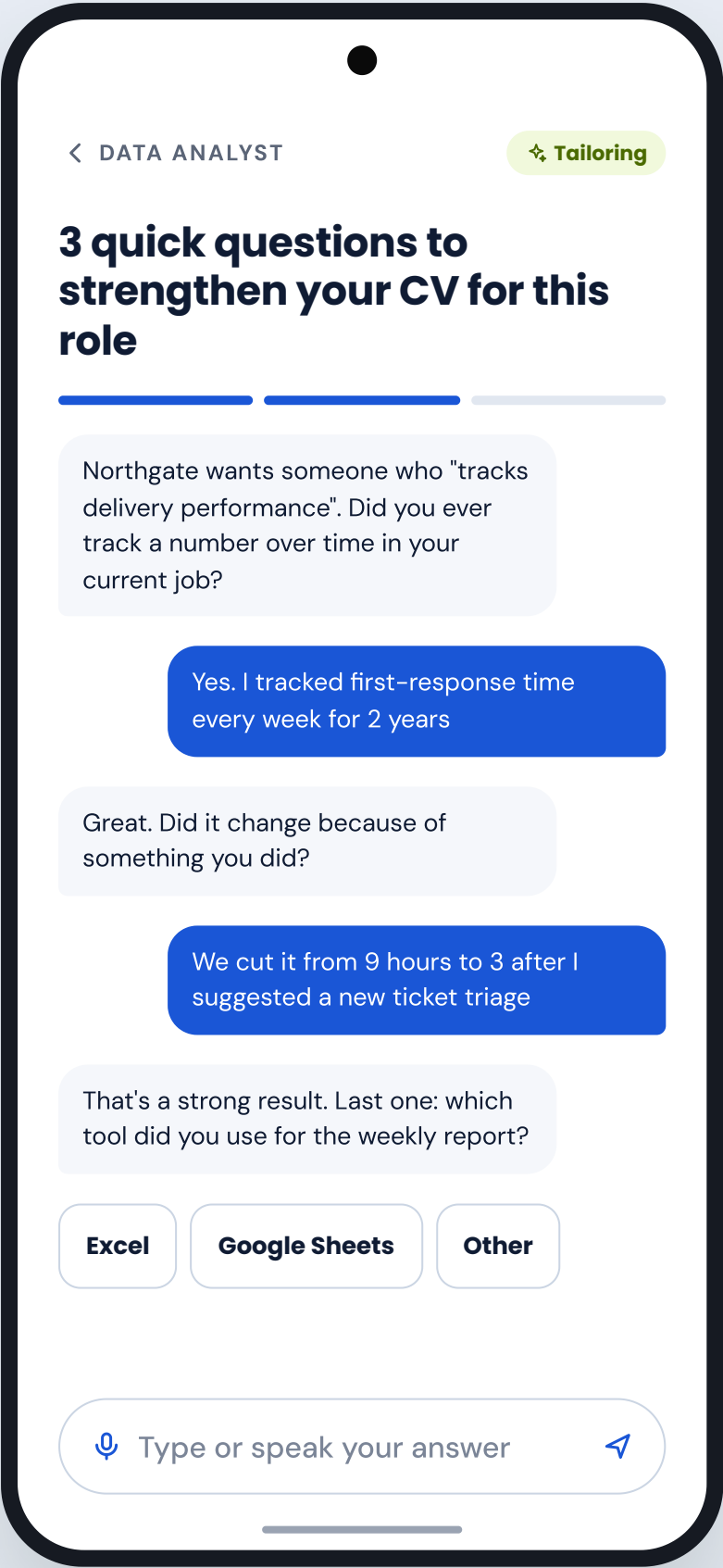
- Skill levels from the passport (evidence-weighted); role needs from the job post and similar roles on the skills graph.
- Positioning lines drafted by the coach from the seeker's own evidence.

RULES

- Strengths first, gaps second; every gap gets a time estimate or a "learn on the job" call.
- Positioning advice never hides or overstates a gap; it reframes with real progress.

LINKS TO

- Close the gap
- Interview practice
- Job detail



Tailor CV: three quick questions

WHAT THIS SCREEN DOES

Borrowed from the best of Sprout: before rewriting anything, the AI asks a few targeted questions that surface real, missing evidence for this specific job.

DATA AND INTEGRATIONS

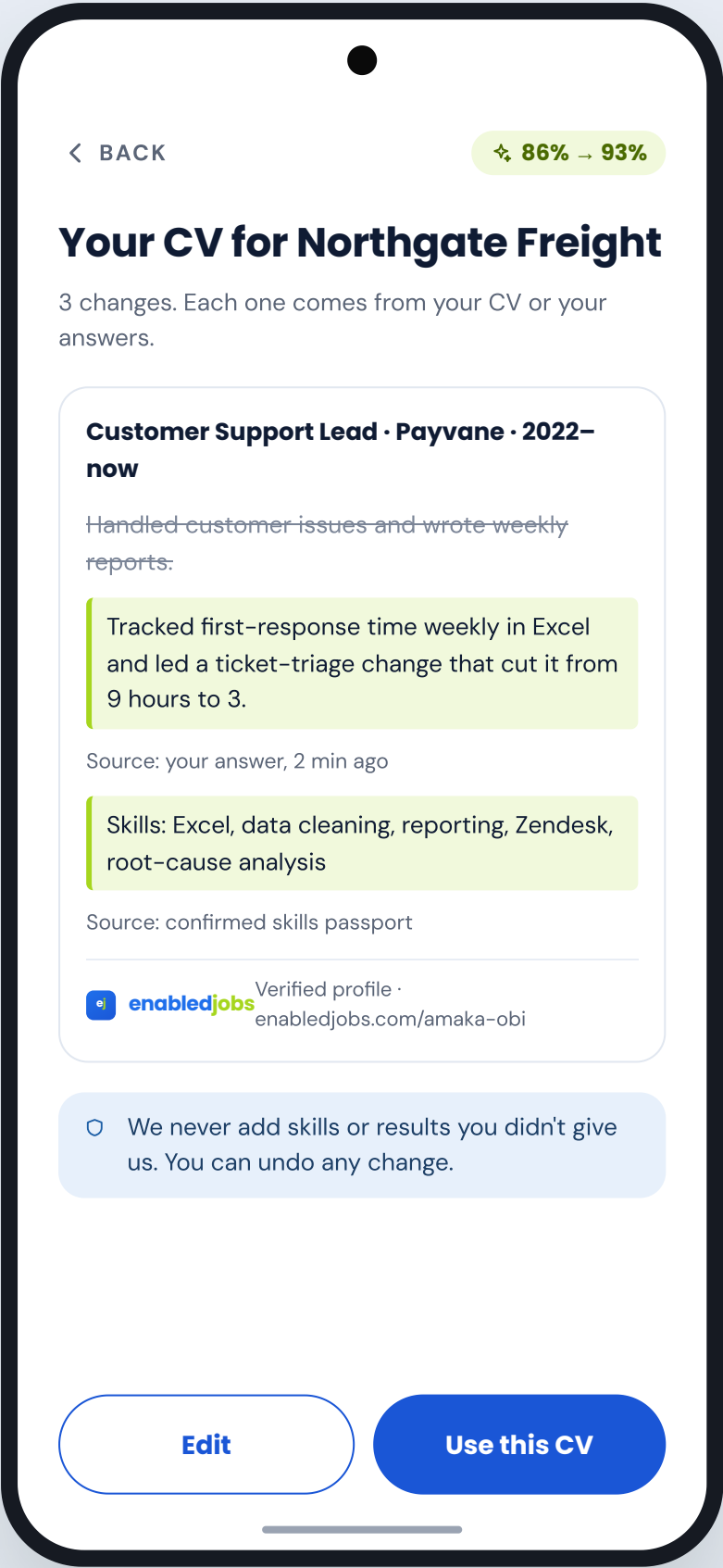
- Questions generated from the gap between job requirements and the passport.
- Answers are saved to the passport, so the next tailoring is faster.
- Voice input for people more comfortable speaking than typing.

RULES

- Three questions maximum, always skippable.
- Every new CV line must trace back to the CV or to an answer given here.

LINKS TO

[Tailored CV](#)



Review tailored CV

WHAT THIS SCREEN DOES

Shows exactly what changed and where each change came from. Honesty is the product: a CV that survives the interview, not one that only beats a screen.

DATA AND INTEGRATIONS

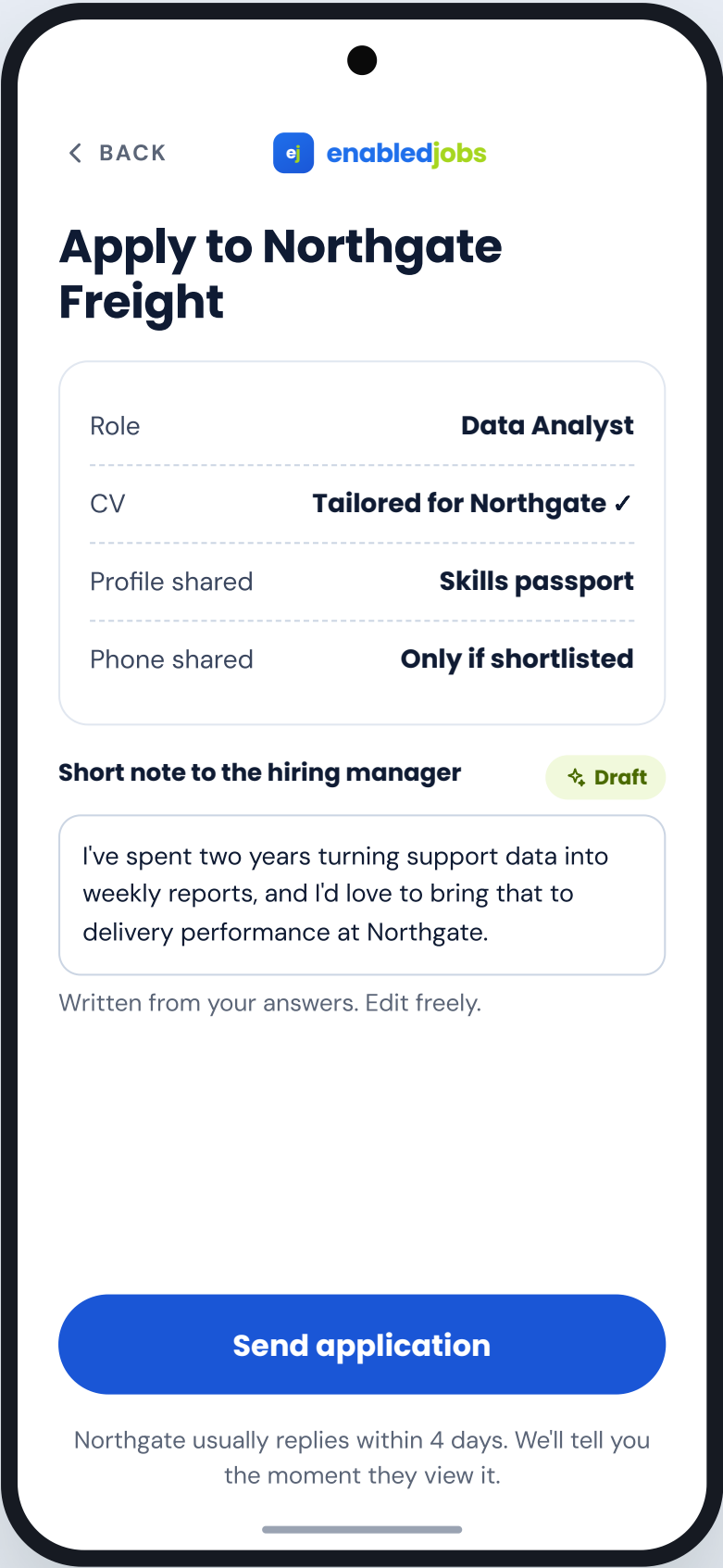
- Each edited line links to its source (CV text, passport skill, or a dated answer).
- Match score recomputed with the tailored version.
- Clean, single-column CV template that reads well in recruiters' screening tools.

RULES

- Deleted text is struck through, new text highlighted. One tap to undo.
- No invented employers, dates, numbers or certificates, ever.

LINKS TO

- Apply
- Edit questions



Apply

WHAT THIS SCREEN DOES

Applying stays a deliberate, human action: one review screen, one tap. No auto-apply bots, which keeps EnabledJobs credible with employers.

DATA AND INTEGRATIONS

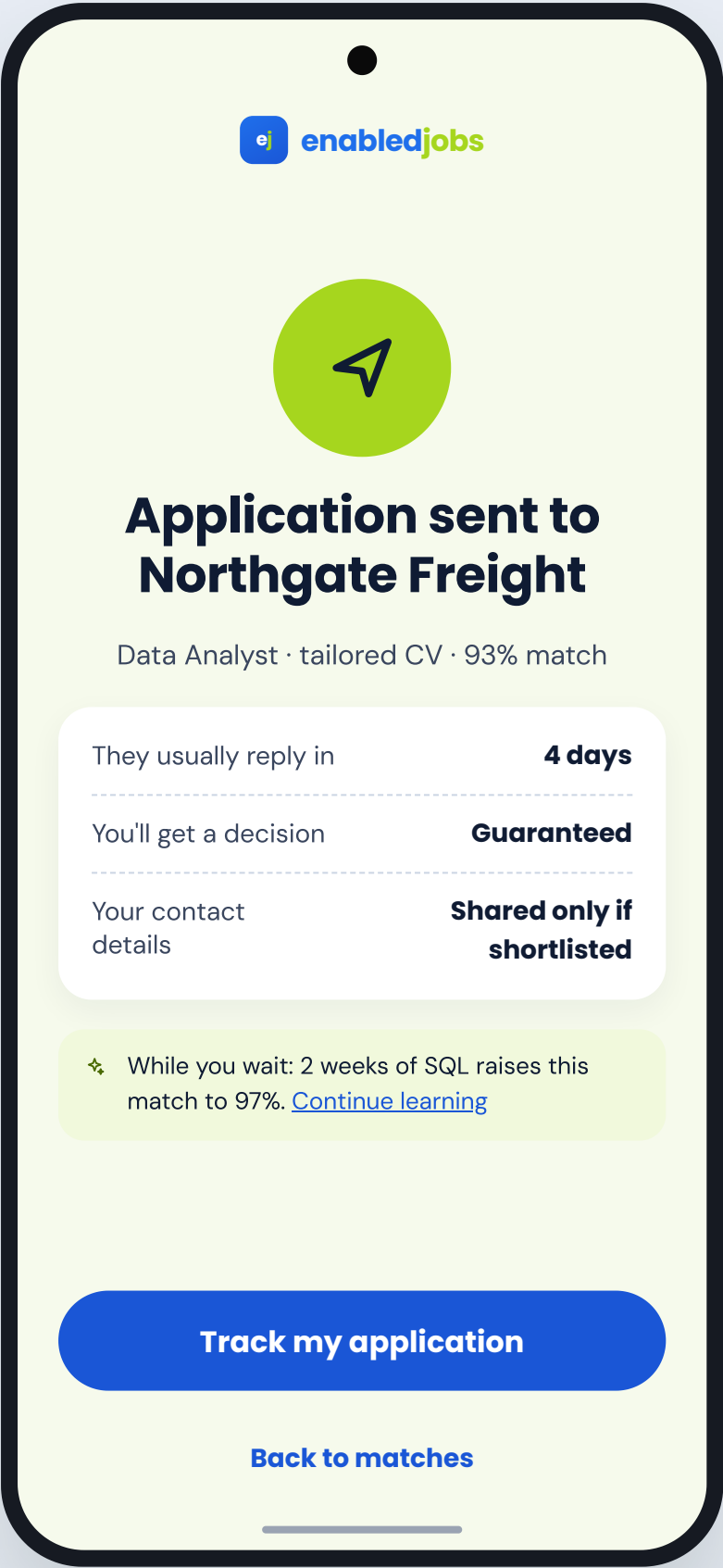
- Application bundles the tailored CV, passport snapshot and note.
- Contact details released to the employer only at shortlist.

RULES

- Daily cap on applications per seeker (e.g. 15) to protect quality.
- The note draft is optional and always editable.

LINKS TO

- Application sent
- Job detail



Application sent

WHAT THIS SCREEN DOES

Closes the apply moment with a branded receipt and the two promises that set EnabledJobs apart: a decision is guaranteed, and contact details stay private until shortlisting.

DATA AND INTEGRATIONS

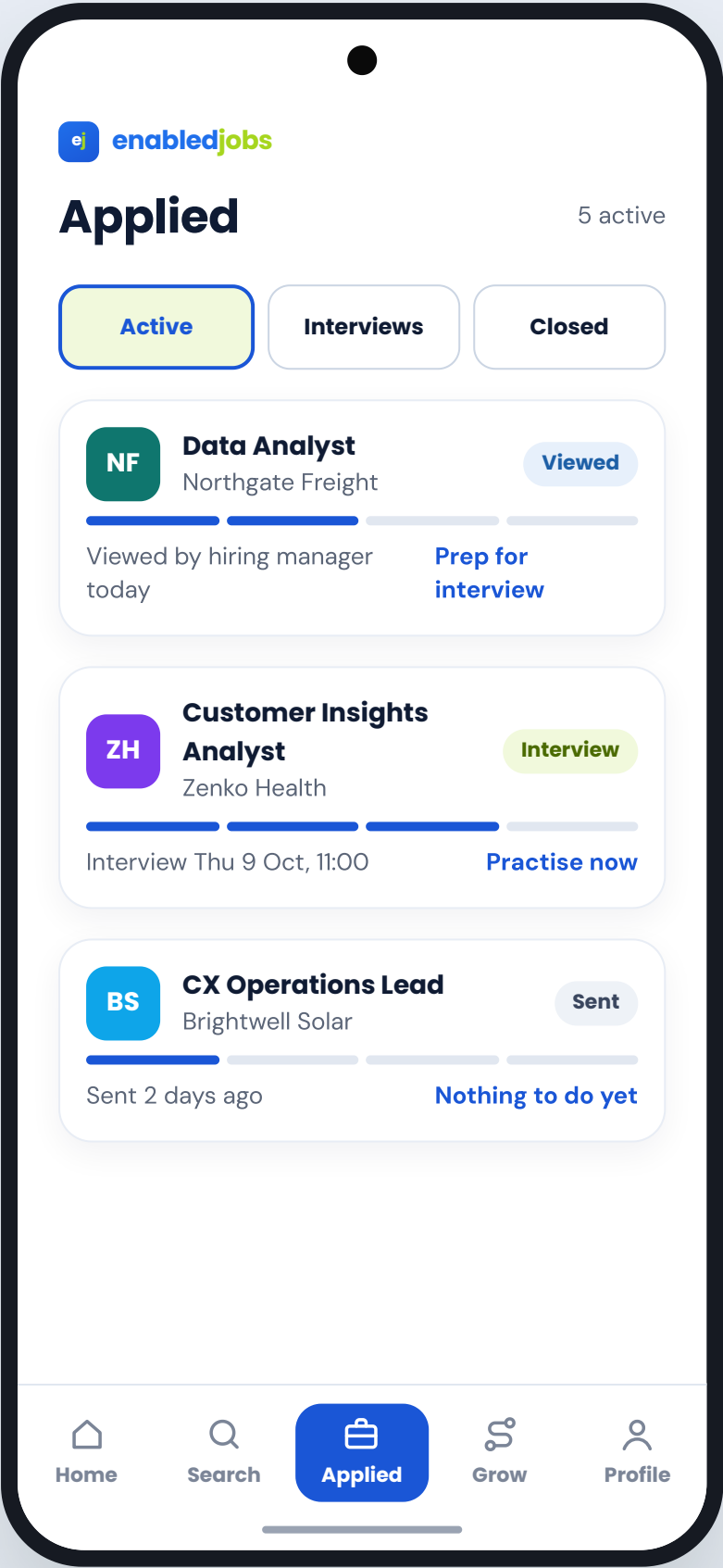
- Response guarantee enforced by the employer pipeline: roles can't close with undecided applicants.

RULES

- Branded so screenshots shared with family carry the EnabledJobs name.
- Turns waiting time into progress on the skill gap.

LINKS TO

- Applied
- Learning plan



Applications tracker

WHAT THIS SCREEN DOES

Ends the "did they even see it?" anxiety. Every application shows where it stands, and the next useful step is one tap away.

DATA AND INTEGRATIONS

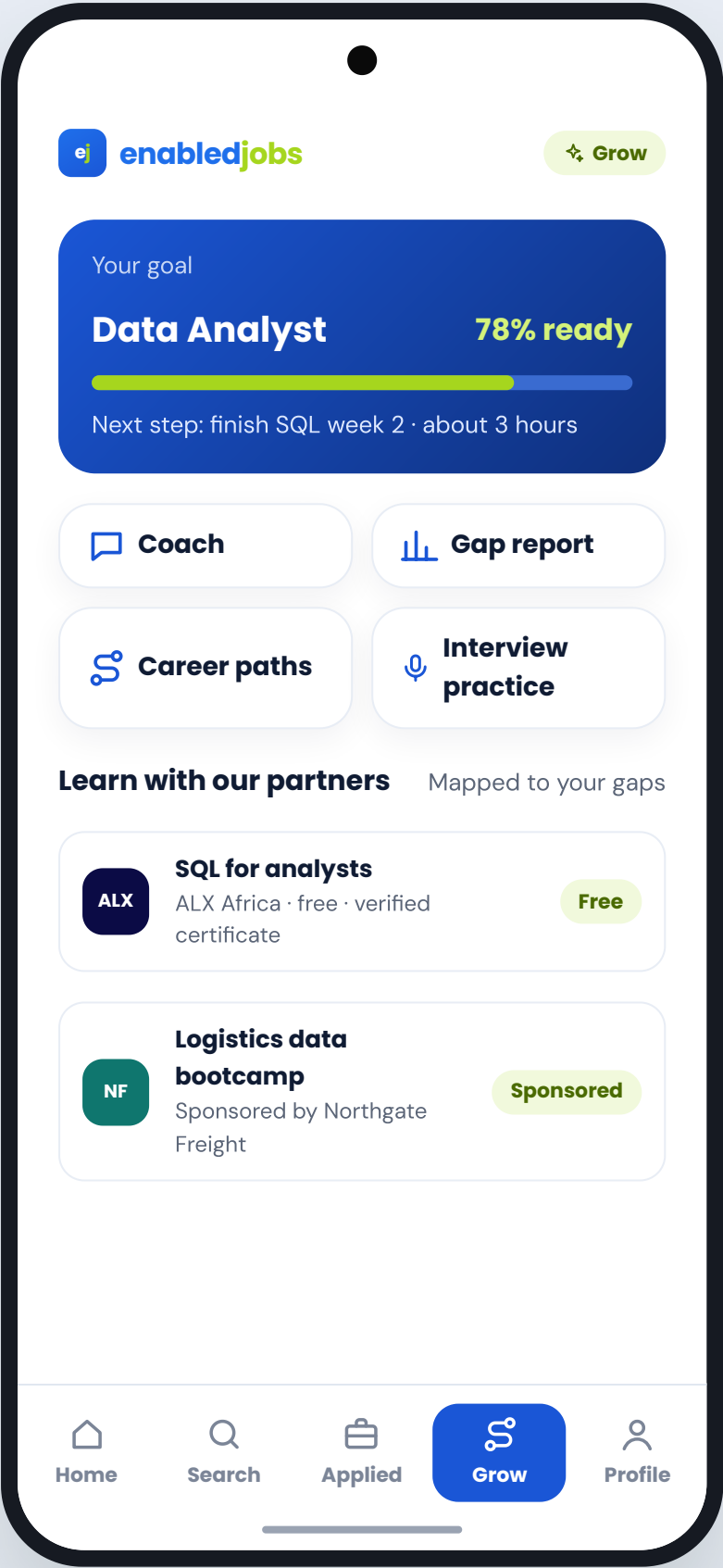
- Status from employer actions in their pipeline: sent, viewed, shortlisted, interview, decision.
- Employers must close every application with a decision, which ends ghosting.

RULES

- Four-step progress bar per application.
- Next action links to coaching or interview practice.

LINKS TO

- Interview practice
- Coach



Grow hub

WHAT THIS SCREEN DOES

Career development gets its own tab: a clear goal, the next small step, the coaching tools, and courses from training partners mapped to the seeker's own gaps.

DATA AND INTEGRATIONS

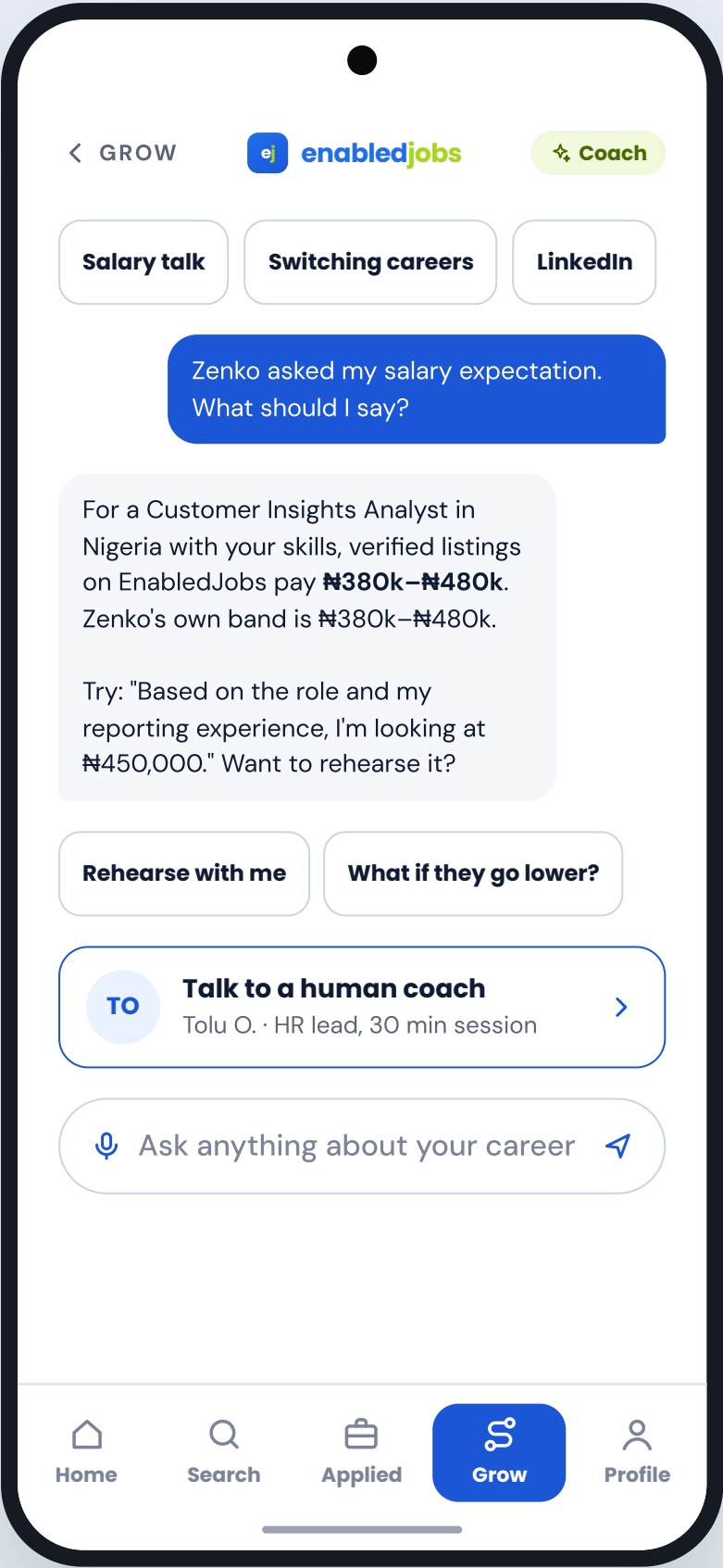
- Partner catalogues (via API or LMS standards such as LTI and xAPI) mapped to the skills graph.
- Sponsored seats come from employers funding training cohorts (employer workspace).

RULES

- One goal at a time, with readiness and the single next step.
- Free options first; partner rates and sponsorships clearly labelled.
- Partner names are proposed targets, not existing partnerships.

LINKS TO

- Coach
- Gap report
- Partnership model



Career coach

WHAT THIS SCREEN DOES

A coach that knows the seeker's passport, applications and the live Nigerian market, with real human coaches one tap away for the moments that need a person.

DATA AND INTEGRATIONS

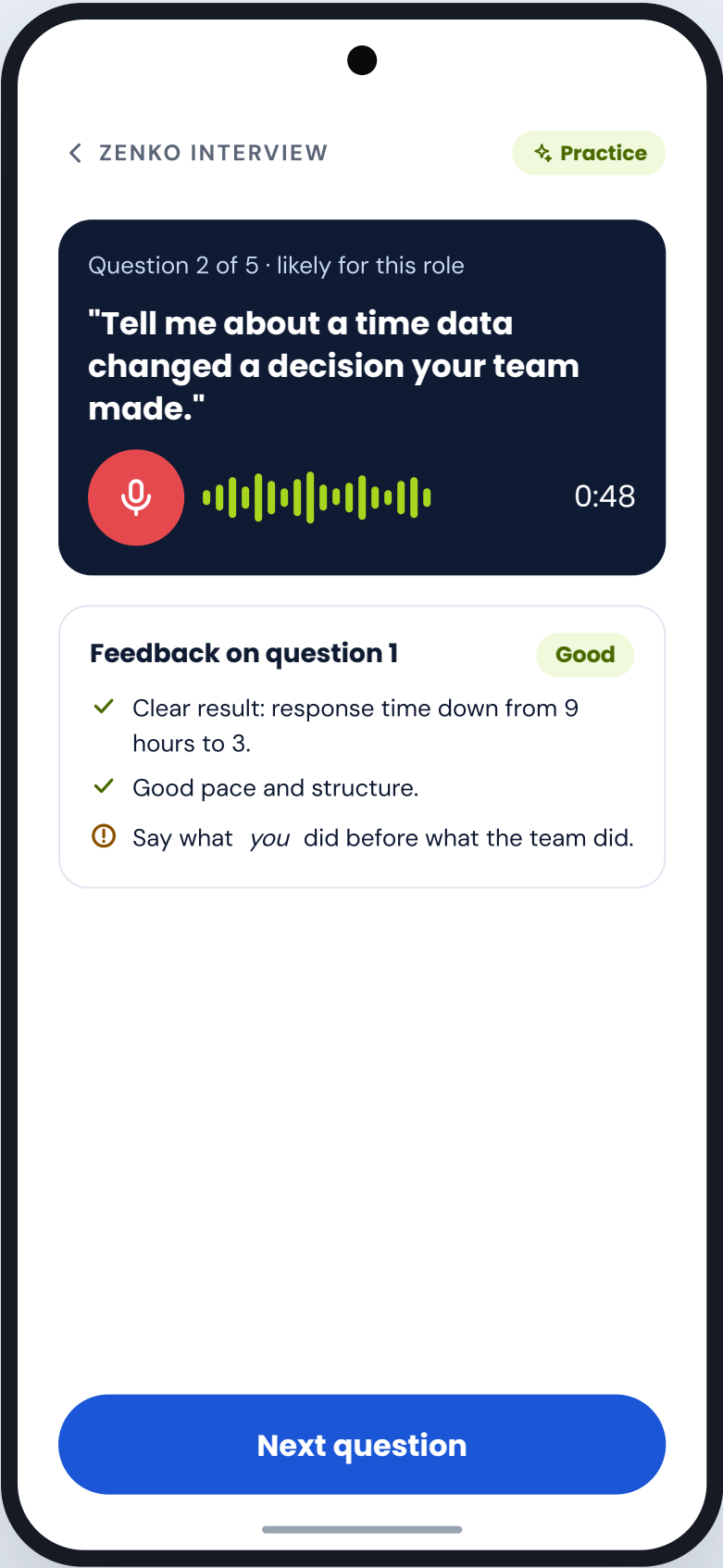
- AI coach grounded in the seeker's own data and in salary bands from verified listings.
- Human coaching marketplace: vetted HR professionals, bookable sessions.

RULES

- Figures always cite their source ("verified listings on EnabledJobs").
- Coach never promises outcomes and suggests a human for legal, visa or medical questions.
- Human coaching is a natural premium revenue line.

LINKS TO

- Interview practice
- Career paths



Interview practice

WHAT THIS SCREEN DOES

Realistic mock interviews for the exact role, by voice, with short, specific feedback. Built for the moment anxiety peaks: the day before.

DATA AND INTEGRATIONS

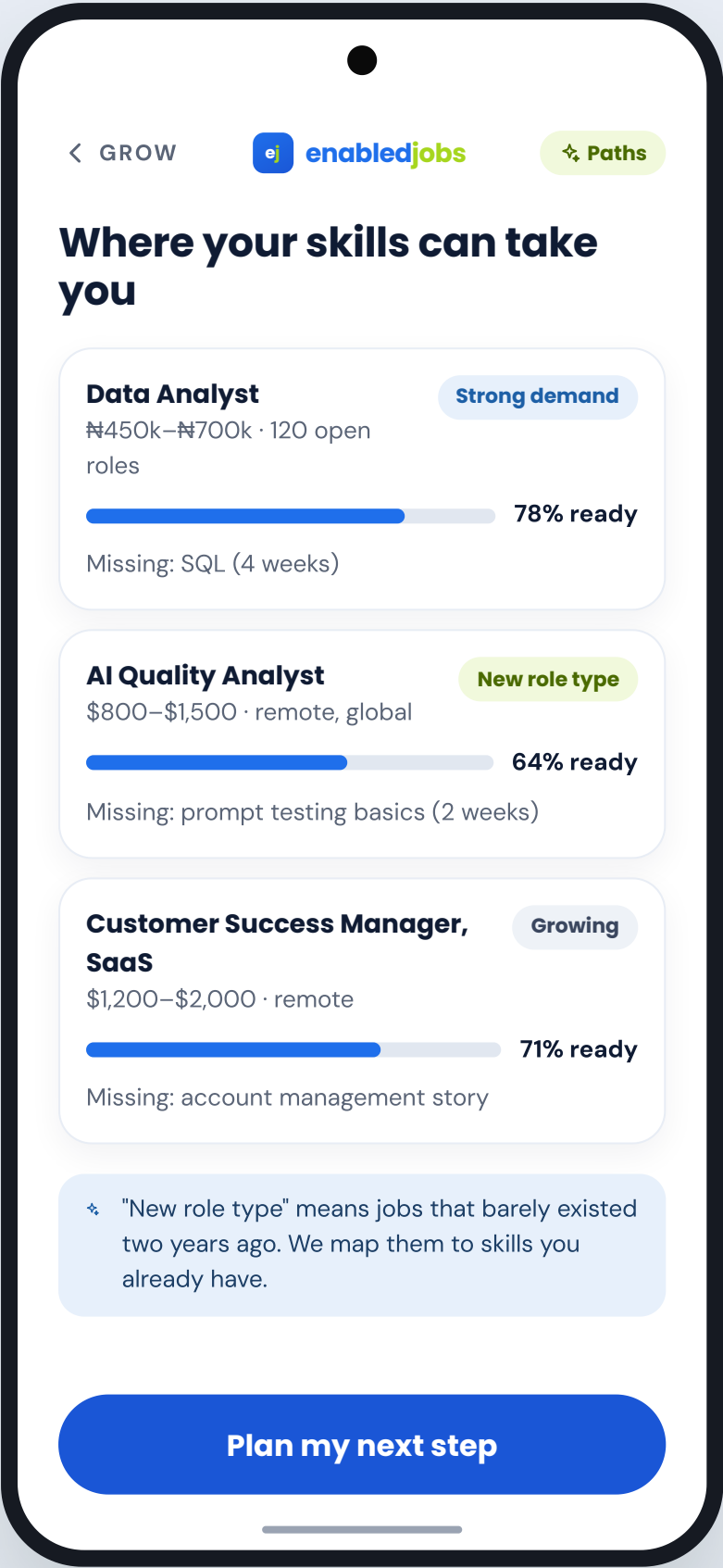
- Questions generated from the job description and common questions for the role family.
- Speech-to-text plus feedback on structure (situation, action, result), clarity and pace.

RULES

- Feedback is three points maximum: two strengths, one fix.
- Recordings stay private and can be deleted any time.

LINKS TO

- Applications
- Coach



Career paths explorer

WHAT THIS SCREEN DOES

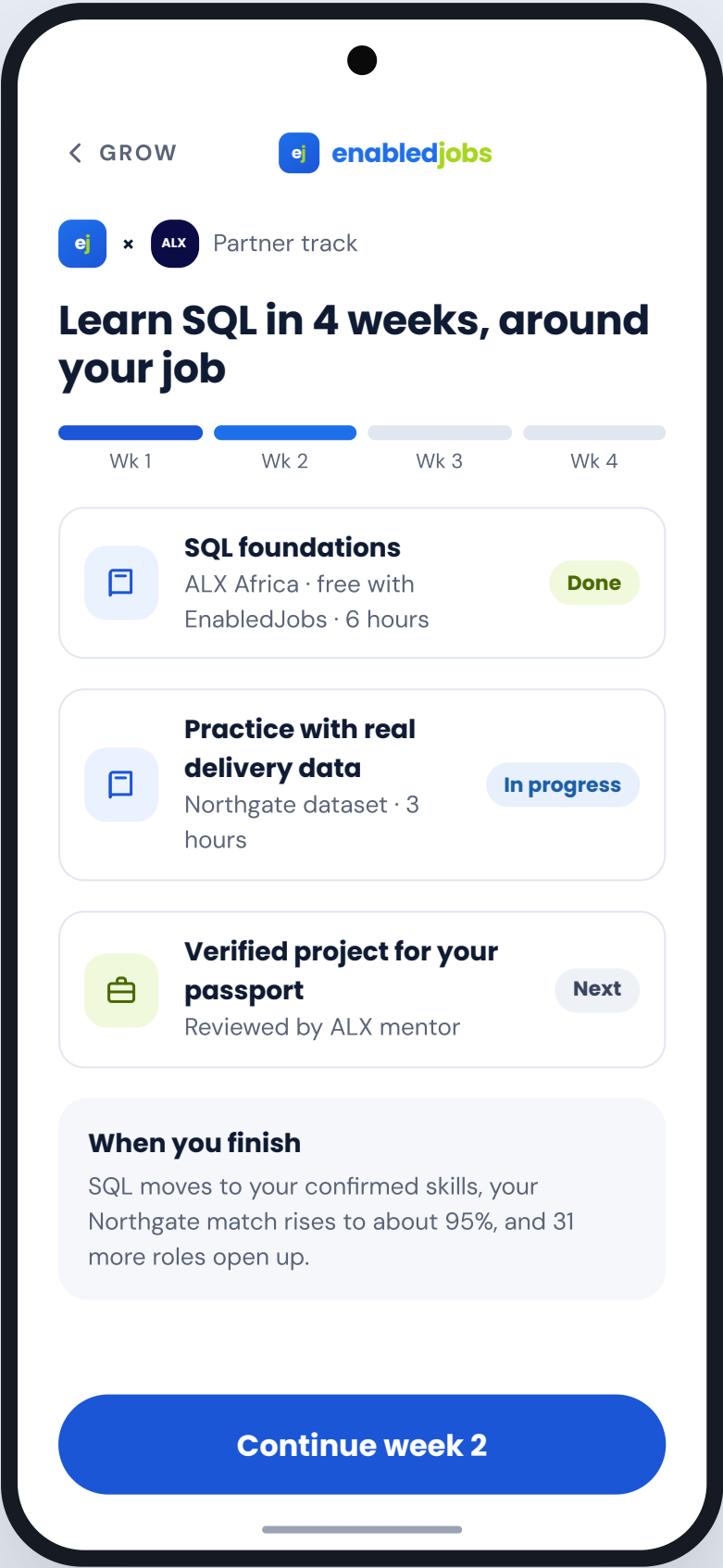
Inspired by Google's skills-based career exploration: start from what you can already do and see realistic paths, including new roles created by AI and remote work.

- DATA AND INTEGRATIONS**
- Paths computed on the skills graph from verified demand on the platform and global remote listings.
 - "Readiness" = share of a path's core skills already in the passport.

- RULES**
- Every path shows demand, pay and the single biggest gap.
 - Emerging roles are labelled honestly and refreshed as listings appear.

LINKS TO

[Learning plan](#)[Skills passport](#)



Close the gap

WHAT THIS SCREEN DOES

Turns a missing skill into a short, concrete plan, ending in a project that proves the skill in the passport.

DATA AND INTEGRATIONS

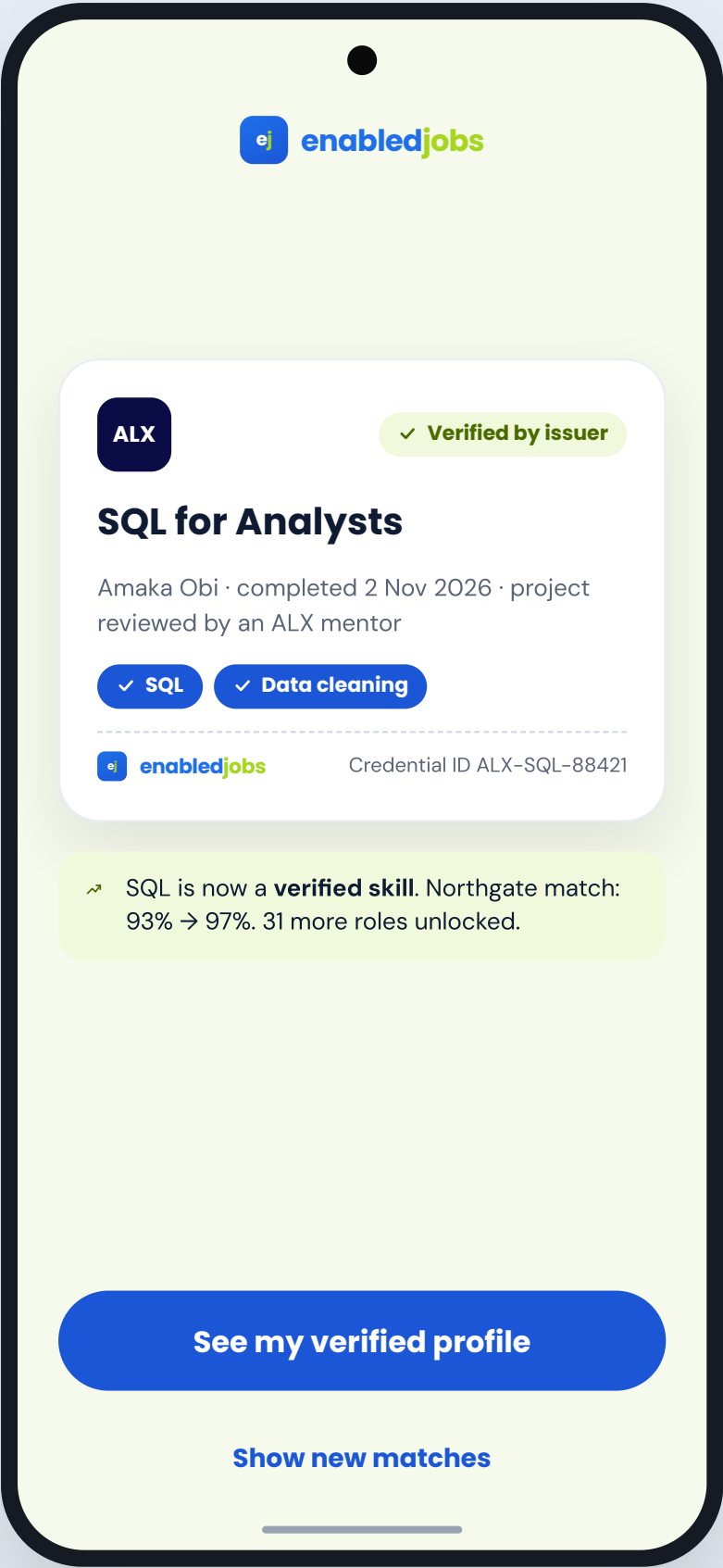
- Curated free and partner courses mapped to skills in the graph.
- Mini projects verified by submission; completion upgrades the skill from "learning" to "confirmed".

RULES

- Plans fit around work: hours per week shown up front.
- Shows the payoff in jobs unlocked, not just badges.
- Partner courses are a revenue line; free options always shown first.

LINKS TO

- Certificate verified
- Grow hub



Certificate verified

WHAT THIS SCREEN DOES

When a partner confirms completion, the skill upgrades from "learning" to "verified by issuer". It's a trust signal employers can rely on, not a self-uploaded PDF.

DATA AND INTEGRATIONS

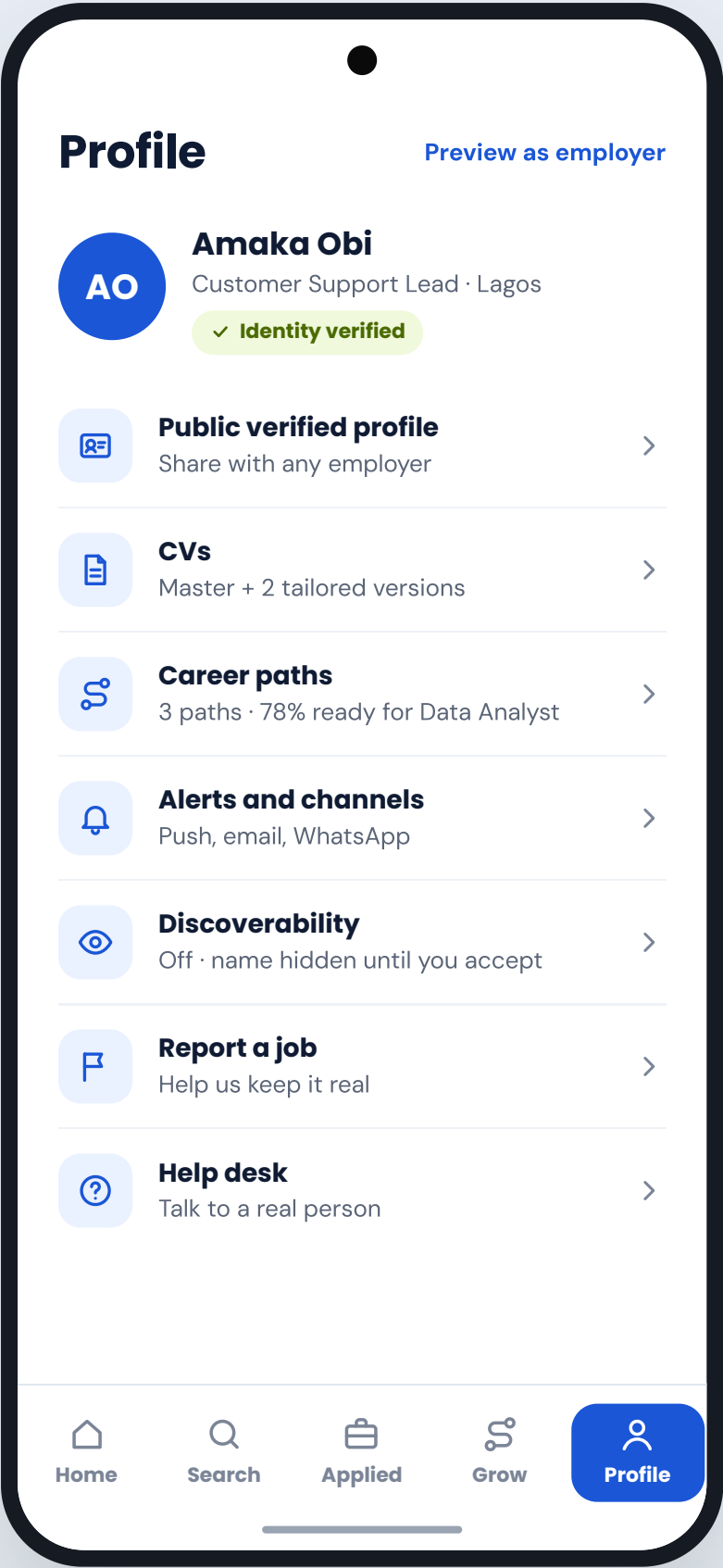
- Completion and credential pushed by the partner (API, xAPI or Open Badges), checked against the issuer.
- Match scores and the gap report update automatically.

RULES

- Only issuer-confirmed certificates get the green "verified" mark; uploaded PDFs stay "self-reported".
- Co-branded card: partner credibility plus EnabledJobs verification.

LINKS TO

- Public profile
- Partners console



Profile

WHAT THIS SCREEN DOES

Everything the seeker owns in one list, with a preview of exactly what employers will see.

DATA AND INTEGRATIONS

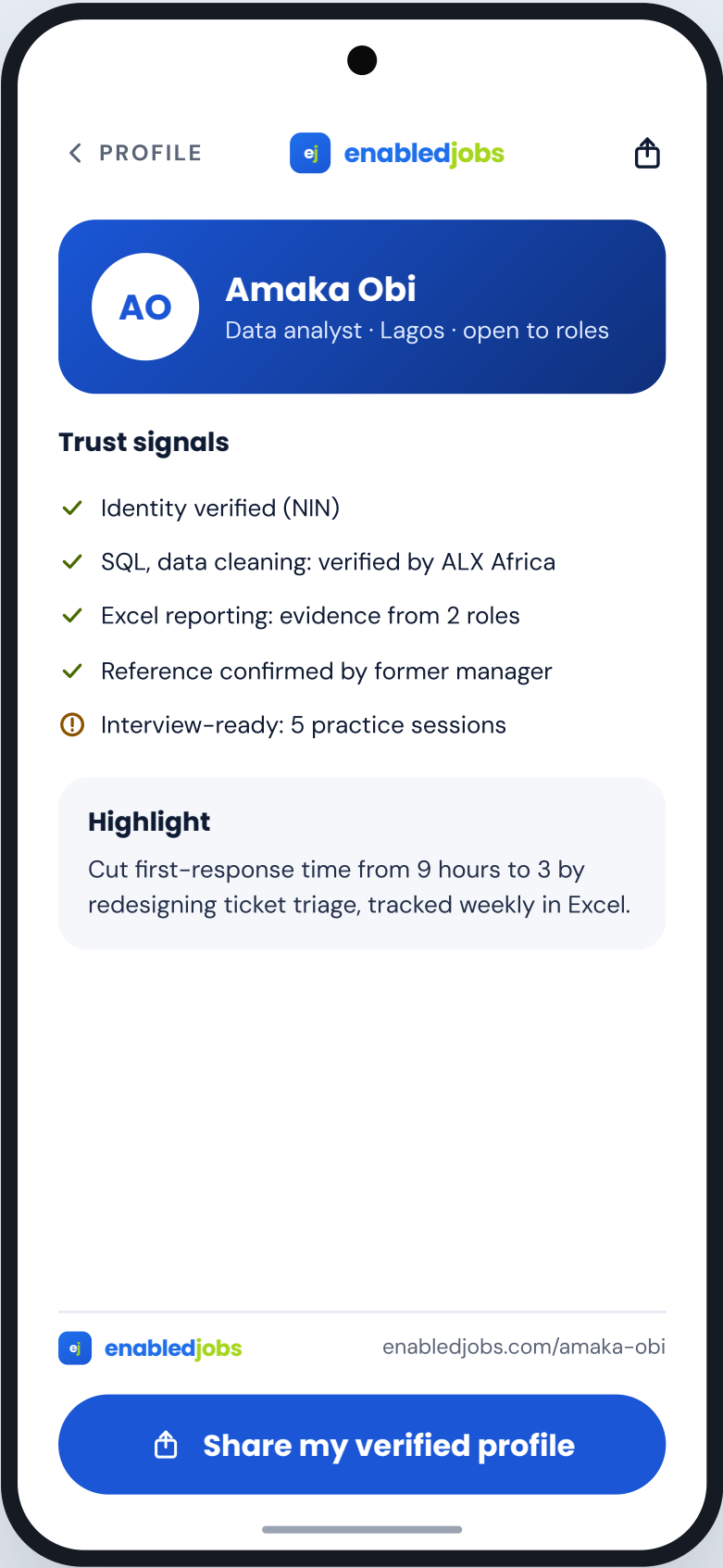
- Identity verification (NIN or BVN check) shows as a badge employers trust.
- All AI-generated CV versions are stored and reusable.

RULES

- "Preview as employer" builds trust in what is shared.
- Report a job sits in the main profile list, not buried in a footer.

LINKS TO

- Alerts
- Report



Public verified profile

WHAT THIS SCREEN DOES

A shareable, branded profile any employer can trust at a glance, on or off EnabledJobs. It turns verification into a career asset for the seeker and a reach engine for the brand.

DATA AND INTEGRATIONS

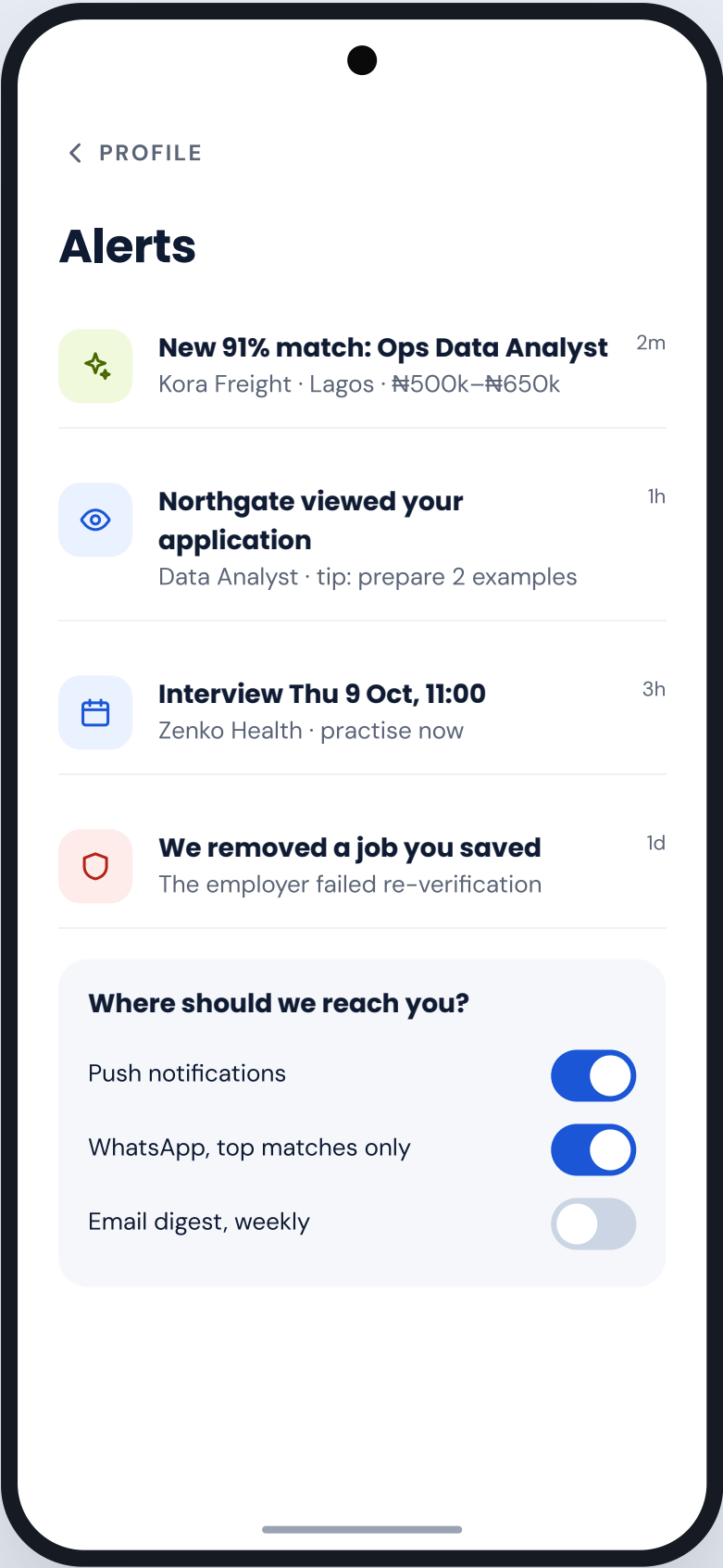
- Public link with owner-controlled visibility; contact details never shown.
- Every signal is labelled by source: issuer, evidence, reference, identity.

RULES

- Verified items in green, self-reported in amber, nothing unlabelled.
- Branded footer and URL on every shared profile.

LINKS TO

- Certificate
- Verified talent (employer)



Alerts and channels

WHAT THIS SCREEN DOES

Delivers on the "instant alerts" promise across the channels Nigerians actually use, with the seeker in control.

DATA AND INTEGRATIONS

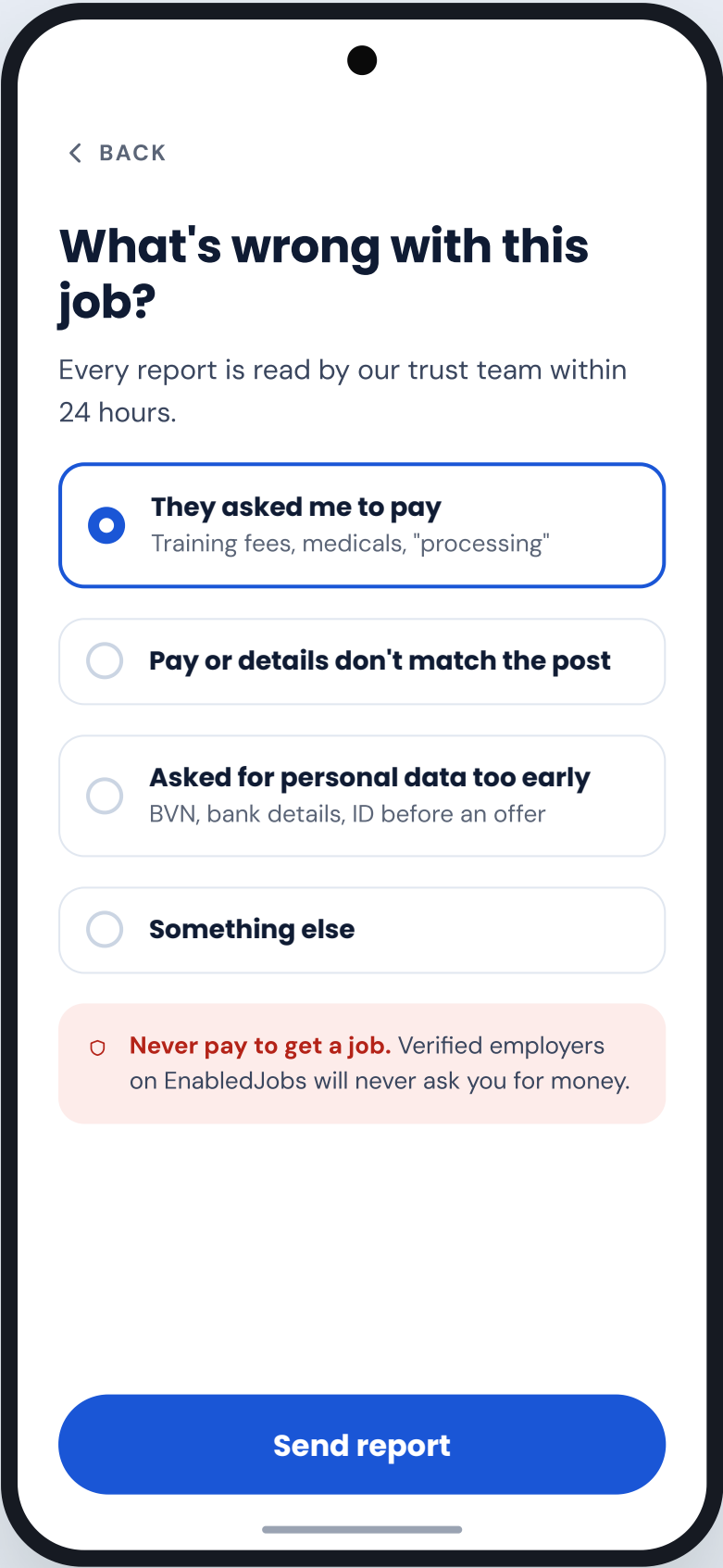
- Web Push (installed web app and iOS app), WhatsApp Business templates, email.
- Safety notices when a saved or applied job is removed.

RULES

- Only matches above the seeker's threshold trigger push or WhatsApp.
- Max 3 alerts a day; safety notices always get through.

LINKS TO

- Home
- Job removed state



Report a job

WHAT THIS SCREEN DOES

Turns every seeker into part of the verification system and makes the anti-scam promise visible at the exact moment it matters.

DATA AND INTEGRATIONS

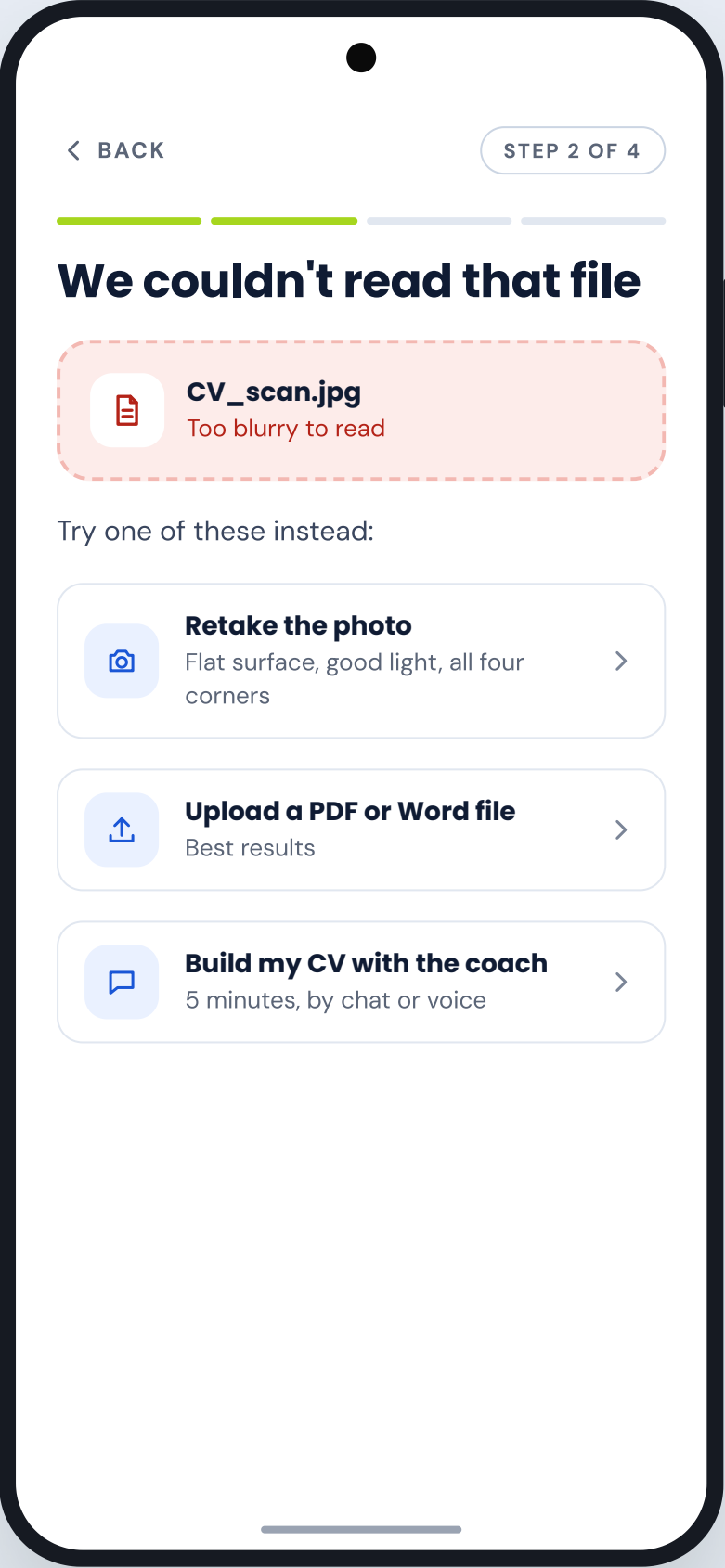
- Reports feed the admin Trust and safety queue with the job, employer history and the reporter's note.
- Pattern detection groups reports across jobs from the same employer.

RULES

- First option is the most common scam: being asked to pay.
- Reporter identity is never shared with the employer.

LINKS TO

- Trust and safety (admin)
- Profile



CV couldn't be read

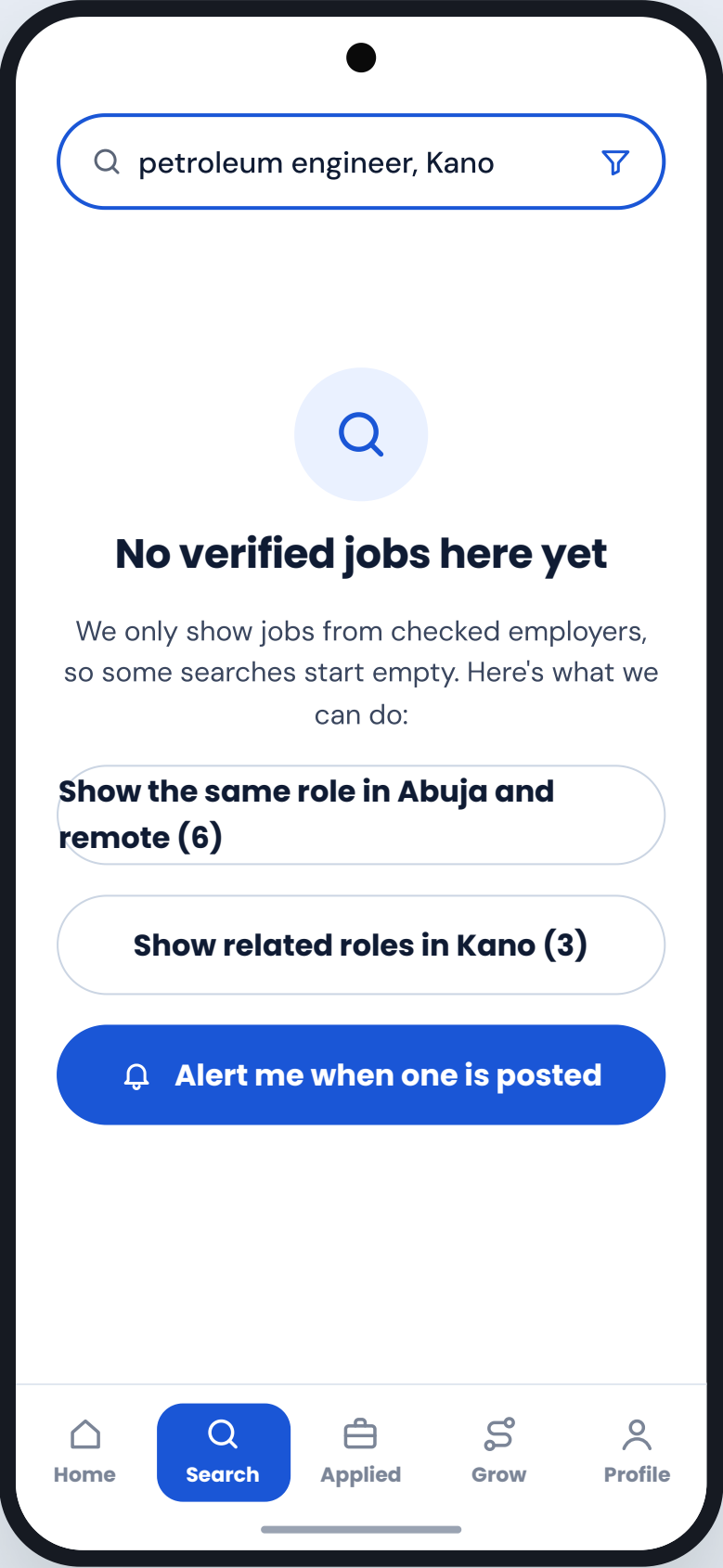
WHAT THIS SCREEN DOES

A failed upload never dead-ends. Three ways forward, including building the CV by conversation.

- RULES
- Plain reason ("too blurry"), never a technical error.
 - Danger colour on the file only.

LINKS TO

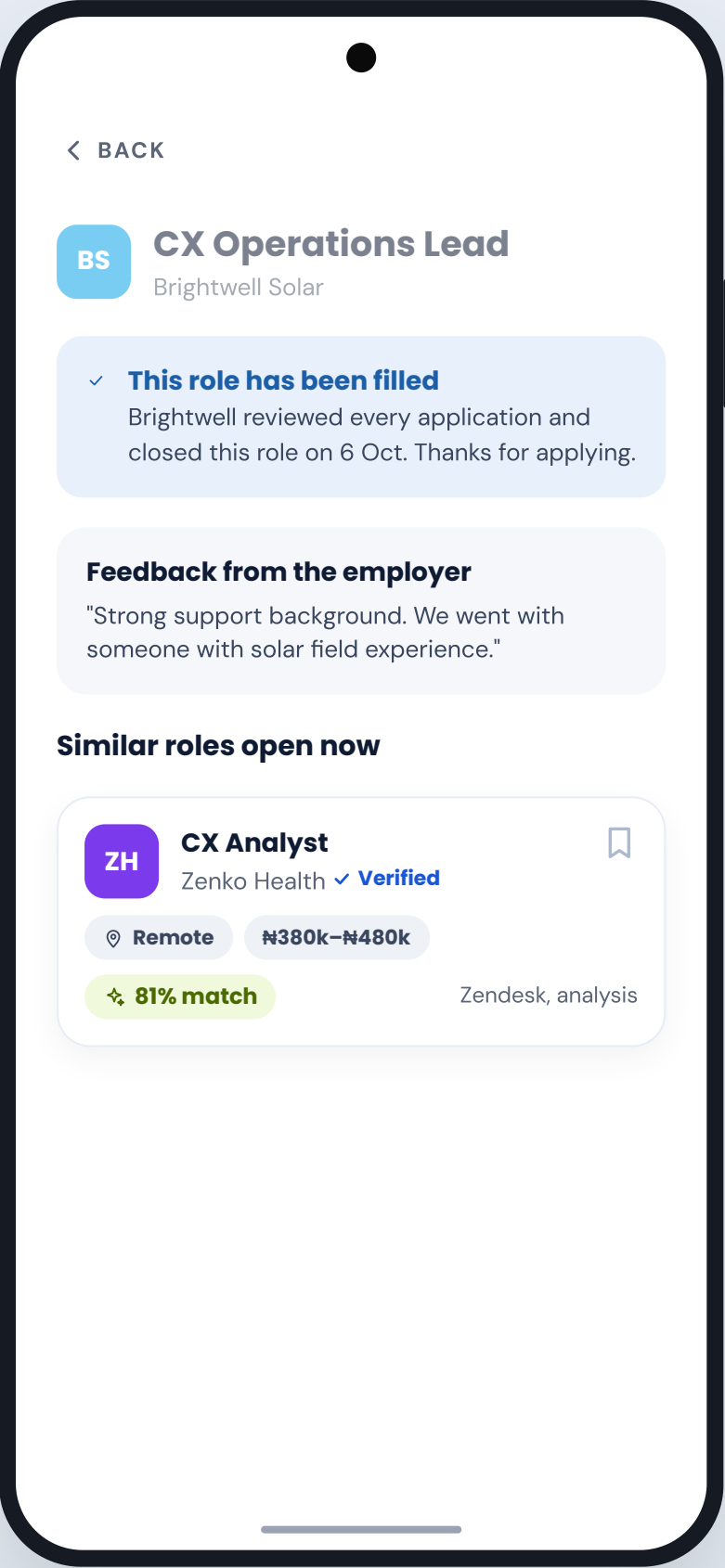
CV upload



No matches yet

- WHAT THIS SCREEN DOES
- Turns the cost of verification (fewer jobs) into a reason to trust, with three useful next steps.
- DATA AND INTEGRATIONS
- Suggestions computed by relaxing one filter at a time and counting results.
- RULES
- Never pads results with unverified or scraped jobs.
 - Saved alert also signals demand to the sales team.
- LINKS TO
- Search

Admin insights



Role filled

WHAT THIS SCREEN DOES

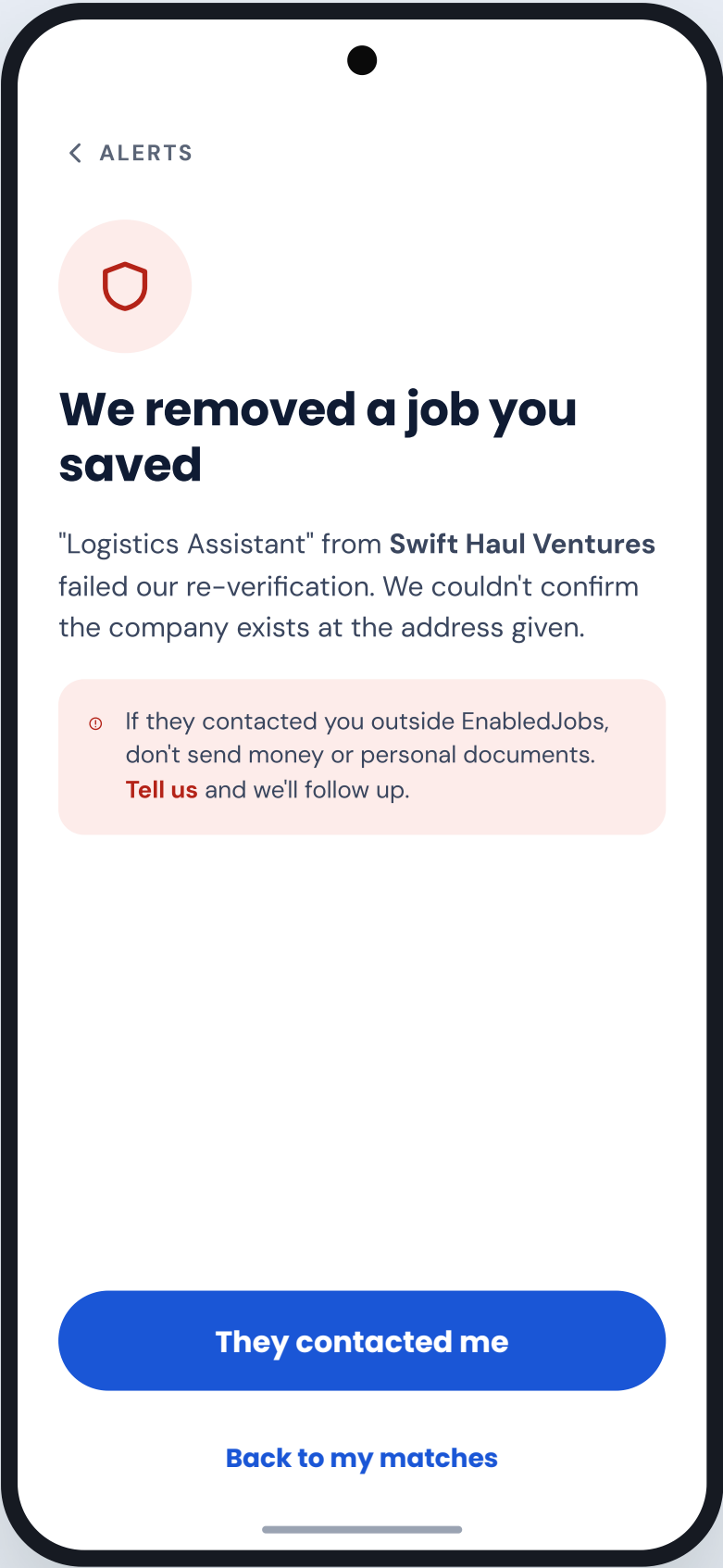
The anti-ghosting promise in practice: employers must close every application with a decision, and short feedback is encouraged.

- DATA AND INTEGRATIONS
- Employer closes the role in their pipeline; all applicants are notified the same day.

- RULES
- Neutral info colour, not red: nothing went wrong.
 - Always followed by similar open roles.

- LINKS TO
- [Applications](#)[Pipeline \(employer\)](#)

STATE VARIANT



Job removed for safety

WHAT THIS SCREEN DOES

When verification catches something, the seekers who interacted with it are told directly and given clear safety advice.

DATA AND INTEGRATIONS

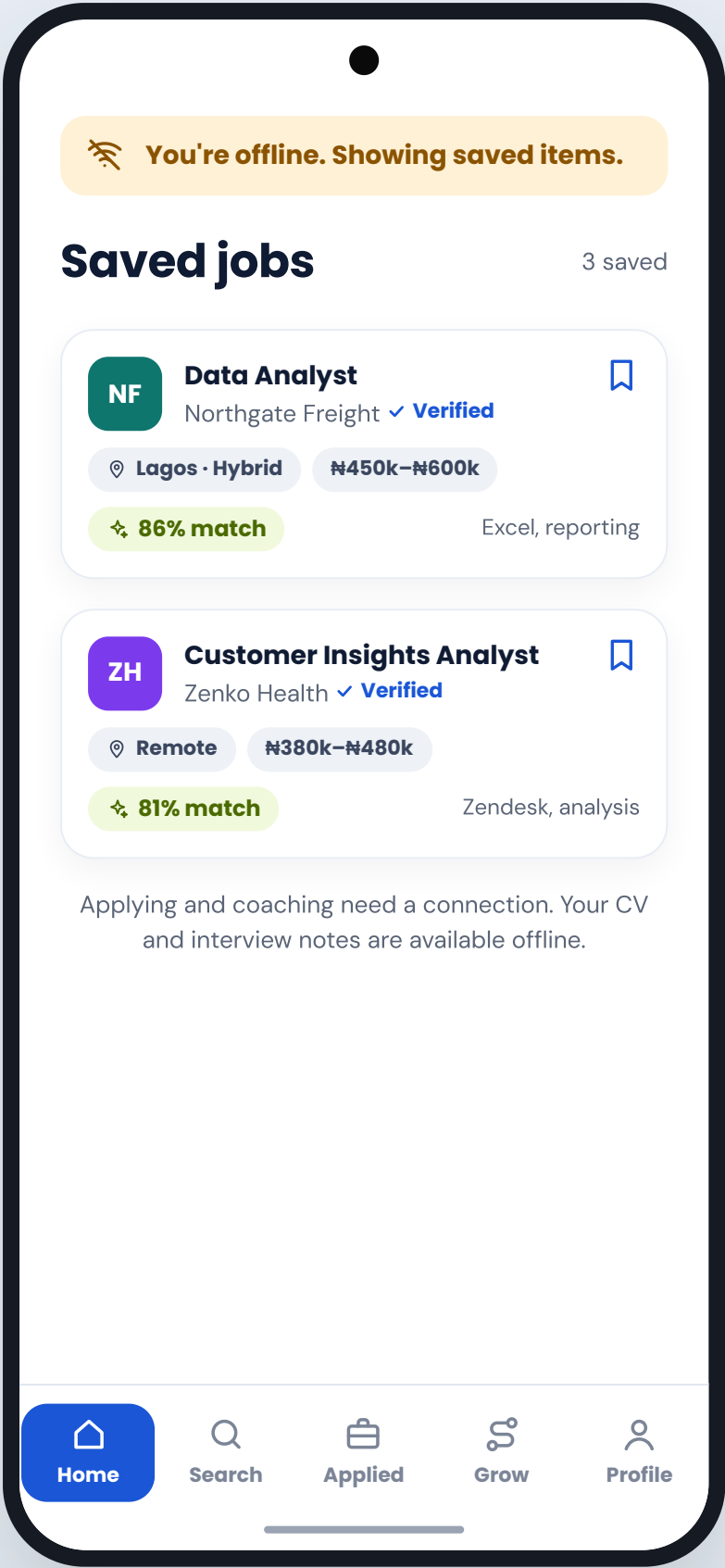
- Triggered by an admin removal in Trust and safety; sent to everyone who saved, viewed or applied.

RULES

- Factual, calm, specific. No alarmist language.
- Danger colour reserved for the safety message itself.

LINKS TO

[Trust and safety \(admin\)](#)



Offline

WHAT THIS SCREEN DOES

A web-app advantage for patchy data: saved jobs, CVs and interview notes stay readable without a connection.

DATA AND INTEGRATIONS

- Service worker caches the app shell, saved jobs, CVs and the tracker.

RULES

- Caution colour, not danger.
- Actions that need the server are disabled, never queued.

LINKS TO

Home

enabledjobs

Employer workspace

Dashboard

Post a job

Candidates38

Pipeline

Verified talent

Sponsored training

Company profile

Funmi A. · HR Manager, Northgate Freight

enabledjobs.com/employer

Good morning, Funmi

Open roles42 closing this week

New applicants38+12 since yesterday

Strong matches (80%+)1129% of applicants

Avg time to shortlist2.1 days-1.4 days vs last month

Response rate100%No ghosted candidates

Your roles

Role	Applicants	80%+ match	Stage	Closes
Data Analyst	23	7	Shortlisting	14 Oct
Fleet Supervisor	9	2	Interviews	10 Oct
Warehouse Lead, PH	4	1	Low applicants	20 Oct
Finance Officer	2	1	Just posted	31 Oct

Suggestion

"Warehouse Lead, PH" has 4 applicants. Similar roles that show pay get 3× more. Add a salary band?

Add pay bandDismiss

Needs you today

3 interviews to schedule · Data Analyst

5 applicants waiting over 5 days for a decision

1 role closing tomorrow

FOR THE HIRING MANAGER

What's open, who's strong, what's stuck. The verified badge is shown back to the employer as an asset they earned.

AI SUGGESTIONS

Practical nudges from platform data (pay bands, wording, timing), each one accept-or-dismiss.

ANTI-GHOSTING

Response rate is a headline metric. Employers who keep it high rank better and keep their badge.

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EMPLOYER WORKSPACE

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Company profile

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enabledjobs.com/employer/jobs/new

New job

Describe the role in a sentence

Someone to turn our delivery data into weekly reports for ops managers

Draft job description

✦ Written from your sentence

Data Analyst · Lagos, hybrid

You'll turn delivery and customer data into weekly insights for our operations team: build dashboards, track on-time delivery, and present findings to managers.

Must have: Excel, reporting, clear communication

Nice to have: SQL, Power BI, logistics experience

Pay band (monthly)

Work type

Closes

₦450k–₦600k

Hybrid · Lagos

14 Oct 2026

Save draft

Publish for review

Quality check

✦ AI

✓ Pay band included: listings with pay get far more applicants

✓ Clear must-haves vs nice-to-haves

⚠ "Rockstar" in title removed: puts off experienced applicants

✓ No requests for payment or ID before offer

Who this will reach

Strong (80%+)

Good (60–79%)

Total relevant

~140

~290

~470

Estimated from verified seekers with matching skills in Lagos and remote.

FROM ONE SENTENCE TO A GOOD POST

The employer describes the role; the AI drafts a structured job description with must-haves split from nice-to-haves, ready to edit.

QUALITY AND SAFETY CHECK

Every post is checked for missing pay, biased or off-putting wording, and scam signals (fees, early ID requests) before it goes to review.

REACH ESTIMATE

Shows how many verified seekers match before publishing, so employers can adjust requirements.

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EMPLOYER WORKSPACE

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Employer workspace

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Post a job

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Company profile

Funmi A. · HR Manager,
Northgate Freight

enabledjobs.com/employer/jobs/data-analyst/candidates

Data Analyst / 23 applicants

Blind review: off

Filters

Best match 23

Shortlisted 4

Interview 0

Declined 6

Candidate	Match	Why they match (AI summary)	CV	Status
Amaka Obi	93%	Excel reporting 3 yrs · cut response time 9h→3h	Tailored	New
Tunde Bakare	88%	SQL, Power BI · logistics 2 yrs	Standard	New
Chiamaka Eze	84%	Data analyst intern · Python	Tailored	Shortlisted
Yusuf Musa	79%	Ops reporting · fleet KPIs	Standard	Viewed
Kemi Ade	71%	Finance analyst · Excel advanced	Standard	Viewed

Blind review

Switch on to hide names, photos, age and school until you shortlist.

Ranking explained

Skills match 60% · evidence of results 25% · location and availability 15%

Bulk actions

Shortlist top 5 · send polite decline with feedback to the rest

RANKED, EXPLAINED, FAIR

Applicants sorted by match with a one-line reason the hiring manager can check. Blind review can be switched on for any role to reduce bias.

THE AI ASSISTS, PEOPLE DECIDE

Ranking is a suggestion. Every decision is a human action, logged, and closes the loop with the candidate.

SAMPLE DATA

Names are illustrative. With blind review on, the table shows initials only.

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Dashboard

Post a job

Candidates

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Northgate Freight

Amaka Obi ✨ 93% match

Match against your role

Excel	Strong · 3 yrs
Reporting	Strong · weekly, 2 yrs
Communication	Strong · trains team
SQL	Learning · wk 2 of 4
Power BI	Started
Logistics	Not yet
Identity verified · open to start in 4 weeks	

Tailored CV evidence-linked

Customer Support Lead · Payvane · 2022–now
Tracked first-response time weekly in Excel and led a ticket-triage change that cut it from 9 hours to 3. Trained 6 new agents; built the team's weekly report.

Support Agent · Payvane · 2020–2022
Resolved 60+ tickets a day; top CSAT in team for 4 quarters.

BSc Economics · University of Lagos

Shortlist and invite

Decline with feedback

Suggested interview questions ✨ AI

1. Walk me through how you built the weekly response-time report.
2. How would you measure on-time delivery?
3. Where are you with SQL, and how do you learn new tools?

Note to Amaka

"Hi Amaka, we'd like to invite you to a 30-minute call this week."

EVIDENCE, NOT KEYWORDS

The hiring manager sees each skill with its strength and where it comes from, plus the CV with evidence-linked lines.

INTERVIEW PREP FOR EMPLOYERS

AI drafts questions that probe the candidate's actual claims and gaps, helping less experienced managers interview well.

TWO CLEAR ACTIONS

Shortlist and invite, or decline with feedback. Both notify the candidate immediately.

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Employer workspace

Dashboard

Post a job

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Company profile

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Northgate Freight

Pipeline · Data Analyst

Schedule interviews

All roles

New 13

T. Bakare

2h ago

88%

Y. Musa

1d ago

79%

K. Ade

2d ago

71%

Shortlisted 4

A. Obi

Invite sent

93%

C. Eze

Today

84%

Interview 2

D. Okon

Thu 11:00

82%

F. Lawal

Fri 14:00

80%

Offer 1

S. Hassan

Awaiting reply

86%

Closed 6

6 declined

Feedback sent

Average days in New: 1.8

Candidates waiting over 5 days: 0

Closing the role notifies every open candidate automatically

A LIGHT ATS

Drag candidates through five stages. Each move updates the seeker's tracker instantly, which is how the app ends ghosting.

SCHEDULING

Interview slots are offered to candidates in the app; reminders go by push and WhatsApp.

CLOSING THE LOOP

A role can't be closed while candidates are left without a decision.

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Post a job

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Funmi A. · HR Manager,
Northgate Freight

Verified talent for Data Analyst

Verified skills only

Partner graduates

Discoverable seekers matching

312

80%+ match: 46

With issuer-verified skills

128

via learning partners

Identity verified

100%

NIN checked

Invites accepted

61%

last 30 days

Candidate (anonymous until accepted)

Match

Trust signals

Availability

A.O.

Data analyst · Lagos

97%

✓ ID

✓ ALX SQL

✓ Reference

Open to roles

Invite to apply

T.B.

BI associate · Remote

91%

✓ ID

✓ Power BI cert

✓ Assessment 82%

Open to roles

Invite to apply

N.U.

Ops analyst · Ibadan

88%

✓ ID

✓ AltSchool data track

Available in 2 wks

Invite to apply

H.S.

Data intern · Abuja

84%

✓ ID

✓ ALX SQL

Graduating Dec

Invite to apply

E.J.

Logistics analyst · PH

82%

✓ ID

✓ Reference

Open to roles

Invite to apply

Green = verified by issuer, ID check or reference

Amber = self-reported

Names and contacts released only when the candidate accepts your invite

THE EMPLOYER EDGE

Search people whose skills are verified, not just claimed: issuer-confirmed certificates, ID checks, references and assessments.

PRIVACY BY DESIGN

Candidates stay anonymous until they accept an invite, so discoverability never exposes them.

FED BY PARTNERS

Graduates of learning partners arrive with verified skills, giving employers a reason to come to EnabledJobs first.

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Employer workspace

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Post a job

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Pipeline

Verified talent

Sponsored training

Company profile

Funmi A. · HR Manager,
Northgate Freight

Logistics data bootcamp

Live

With AltSchool Africa

Fund more seats

Seats funded

20

6-week track

Applicants for seats

214

from EnabledJobs seekers

Active learners

19

1 dropped out

On track

16

84%

Hiring pipeline

Top 5

interviews week 6

Learners

progress from AltSchool, live

Learner	Progress	Project score	Status
N. Umeh	88%	91	Top 5
H. Sani	84%	89	Top 5
E. James	80%	86	Top 5
D. Okon	76%	84	On track
F. Lawal	52%	71	Needs support

How it works

1. Northgate funds 20 seats with a partner.
2. EnabledJobs fills them with matched seekers.
3. Progress and project scores stream in.
4. Graduates get verified skills; Northgate interviews the top 5 first.
5. Everyone else keeps the certificate and enters the talent pool.

Cost per hire tracked against agency fees.

HIRE AND TRAIN

Employers who can't find the skills they need fund a cohort with a training partner, and hire the best graduates. EnabledJobs fills and runs it.

GOOD FOR EVERYONE

Seekers get free, job-linked training; partners get paid learners; employers get proven hires; EnabledJobs earns on both sides.

PROPOSED

Partner names are illustrative targets; no partnership is implied.

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Employer workspace

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Post a job

Candidates

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Pipeline

Verified talent

Sponsored training

Company profile

Funmi A. · HR Manager,
Northgate Freight

Company verification

✓ Verified 12 Sep 2026 · renews Mar 2027

What we checked

CAC registration RC 1452209	Matched
Registered address, Apapa	Visited by agent
Company email domain northgatefreight.ng	Confirmed
Director identity	Confirmed
Hiring contact Funmi A.	Confirmed
Online presence and reviews	No red flags

Your public profile

NF

Northgate Freight ✓ Verified

Logistics · 200–500 staff · Lagos, PH

Replies in 4 days on average

Keep your badge

- Respond to every applicant within 14 days
- Never ask candidates for payment
- Re-verify every 6 months (we'll remind you)

THE TRUST PRODUCT

Verification is what EnabledJobs sells. Employers see exactly what was checked and what keeps the badge.

VISIBLE TO SEEKERS

The public profile shows the badge, verification date and real response time.

ONGOING, NOT ONE-OFF

Re-verification and conduct rules keep the badge meaningful; breaches go to Trust and safety.

enabledjobs

Admin console

Overview

Verification queue9

Trust and safety4

Learning partners

Ifeoma K. · Trust lead

enabledjobs.com/admin/overview

Marketplace overview

Last 30 days

Active seekers

50.1k

+6% month on month

Verified employers

212

+18 this month

Live jobs

486

+31%

Applications

9,840

avg 20 per job

Hires reported

142

+22%

Demand gaps

searches with too few jobs

Remote tech

4.1k

Oil and gas, PH

2.8k

Banking, Abuja

2.1k

Solar and energy

1.6k

Feeds the employer sales pipeline: where to recruit employers next.

AI usage

CV tailored

6,980

Coach chats

5,710

Interview practice

2,160

Paths explored

3,350

Quality

Employer response rate: 94%

Interview rate, tailored CVs: 2.3× standard

Applications per seeker per week: 2.1

Seeker satisfaction: 4.6 / 5

BOTH SIDES AT ONCE

A marketplace lives or dies on balance. Demand gaps show exactly where employers are missing.

AI THAT EARNS ITS PLACE

Usage and outcome metrics per AI feature, so the team keeps what helps people get hired.

SAMPLE DATA

Only active seekers (50.1k) reflects today's public claim; other figures are illustrative.

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ADMIN CONSOLE

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Admin console

Overview

Verification queue

9

Trust and safety

4

Learning partners

Ifeoma K. · Trust lead

Verification queue

Company	Sector	Automated checks	Action
Brightwell Solar	Energy	CAC matched · address pending	Visit booked Thu
Zenko Health	Health	All checks passed	Approve
Swift Haul Ventures	Logistics	CAC name mismatch · free email	Reject
Lumen Labs Ltd (UK)	Tech · remote	Companies House matched	Approve
Apex Staffing	Recruiter	Agency licence missing	Request doc

Automated checks run first (CAC lookup, domain, director ID, web presence); agents handle the rest.

9 waiting · oldest 2 days

Swift Haul Ventures

✦ Risk 82/100

- ⓘ

Name on CAC record is "Swift Haul Logistics", not "Ventures"
- ⓘ

Hiring email is a free Gmail address
- ⓘ

Same phone number used by 2 accounts removed in July
- ⓘ

Draft job asks for a ₦5,000 "medical fee"

Reject and block

Ask for documents

HUMANS PLUS AUTOMATION

Automated checks clear the easy cases in minutes; agents spend their time on the risky ones.

EXPLAINABLE RISK

Every risk score lists its reasons so an agent can verify each one.

LINKED ACCOUNTS

Phone, email, device and bank details are matched across accounts to catch returning bad actors.

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Admin console

Overview

Verification queue 9

Trust and safety 4

Learning partners

Ifeoma K. · Trust lead

Trust and safety

4 open · target 24h

Reports this week

17

12 resolved

Jobs removed

3

seekers notified

Scam posts blocked

11

before going live

Median time to resolve

9 h

target 24 h

Report	Job	Reason	Reports	Age
TS-412	Logistics Assistant · Swift Haul	Asked to pay	5	3 h
TS-409	Sales Rep · Prime Gains	Pay doesn't match post	2	11 h
TS-407	Admin Officer · Delta Homes	Early BVN request	1	19 h
TS-405	Driver · CityMove	Something else	1	22 h

Pre-publish scam filter

AI

Blocks posts mentioning fees, "processing", medical charges, crypto pay, WhatsApp-only contact, or ID before offer.

Last 30 days: 11 blocked, 2 false alarms released by agents.

Remove job and notify 64 seekers

THE PROMISE, OPERATED

"No scams" is a daily workflow: reports, pre-publish filtering, removals and seeker notifications.

NOTIFY EVERYONE AFFECTED

Removing a job alerts every seeker who saved, viewed or applied, with safety advice.

MEASURED

Time to resolve and blocked posts are tracked as product KPIs, not just support stats.

Learning partners

Skills mapping Add partner

Courses mapped to skills

75

across 5 partners

Learners referred, 90 days

4,580

from gap reports

Verified certificates issued

1,480

pushed to passports

Hired after a partner course

96

within 90 days

Partner (proposed)	Catalogue	Referred	Certified	Model
ALX Africa Tech skills, free	14 courses	1,840	612	Referral + data
AltSchool Africa Data, software, product	9 tracks	620	204	Revenue share
Utiva Data, product, design	7 tracks	410	131	Revenue share
Google Career Certificates Data, IT, UX	5 certs	980	343	Scholarships
Coursera Global catalogue	40 mapped	730	190	Affiliate

Integration

Catalogue: partner API, refreshed daily
Progress: xAPI or LTI events
Certificates: Open Badges or issuer API, verified on receipt
Skills: each course tagged to skills in the graph
Outcomes: hires attributed back to the course

PARTNERS AS A GROWTH ENGINE

Every gap report creates qualified learners for partners; every certificate creates verified talent for employers.

STANDARDS-BASED

xAPI, LTI and Open Badges keep integrations light and let any serious provider plug in.

PROPOSED, NOT EXISTING

Partner names and figures are illustrative targets for business development.

Color

Taken from the EnabledJobs logo: "enabled" blue and "jobs" lime. Blue carries action and trust; lime marks matches, AI and success. Text pairings checked against WCAG 2.1.



Enabled Blue
#1F6FEB
Logo, links, highlights
White on it 4.6 : 1 · AA



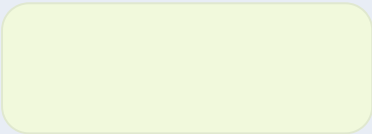
Blue Deep
#1A56D6
Buttons, active nav, headers
White on it 6.3 : 1 · AA



Jobs Lime
#A6D61E
Match, AI, success, CTA on blue
Navy on it 10.0 : 1 · AAA. Never white text.



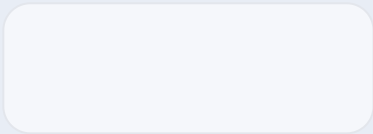
Navy
#0F1B33
All text. Never pure black.
On white 17.1 : 1 · AAA



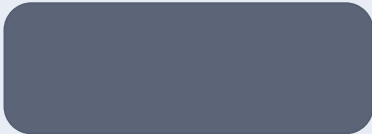
Lime Tint
#F1F9DC
Match chips, AI chips
Olive #4A6A00 on it 5.8 : 1



Sky Tint
#EAF1FF
Icon tiles, selected states



Ground
#F5F7FB
Panels, page background



Muted
#5B6577
Captions
On white 5.9 : 1 · AA



Info
#1D5FA6
Viewed, waiting, notices



Caution
#8A5300
Gaps, offline, low applicants



Danger
#B42318
Scams, removals, errors only

Rules

Lime always means "good fit" or "AI help", never decoration. Danger red is reserved for safety and errors. Status is never shown by colour alone. The blue-to-navy gradient appears only on the welcome screen, the cover and the profile-strength card.

Type and writing numbers

Poppins echoes the rounded logo and carries headlines and numbers. DM Sans carries body text and labels.

Hero · Poppins 600, 32–40

Real jobs. Verified employers.

Screen title · Poppins 600, 22–25

Your skills passport

Card title · Poppins 600, 14–15

Data Analyst

Body · DM Sans 15 / 1.5

Upload once. We'll build your profile and you can check every line.

Caption · DM Sans 13

Northgate usually replies within 4 days

Match · Poppins 700, 12

86% match

Pay

Always a band: "~~£~~450k–~~£~~600k / month". Foreign pay in its currency: "\$800–\$1,500". Never "Negotiable" alone.

Time

Relative for recent ("2h ago"), dates written out after a week ("Thu 9 Oct"). Response times as averages ("replies in 4 days").

Components

The building blocks every screen above is made from, in every state.

Apply

PRIMARY

Tailor my CV

SECONDARY

Send

DISABLED

Find my next role

ON BLUE SURFACES

amaka.obi@gmail.com

INPUT · FOCUSED

CV_scan.jpg

INPUT · ERROR

✦ 86% match

MATCH CHIP

✦ Draft

AI LABEL

✓ Verified

VERIFIED BADGE

✓ Excel

+ SQL

SKILL CHIPS · CONFIRMED / SUGGESTED

Sent

Viewed

Interview

APPLICATION STATUS

SWITCH ON / OFF

Rules

Buttons 54px tall, pill-shaped, one primary per screen. Suggested (AI) items are always dashed until confirmed. Every AI output carries the lime AI label. Verified badge appears next to every employer name, everywhere.

Navigation and layout

One structure across the installed web app, the mobile browser and the iOS app; a workspace shell on desktop.

Home

Search

Applied

Coach

Profile

BOTTOM NAVIGATION

Five tabs, always visible on mobile. Replaces the hamburger-only mobile site.

< BACK

STEP 2 OF 4

TOP BAR AND PROGRESS

Onboarding only: four honest steps.

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Employer workspace

Dashboard

Post a job

Candidates38

Pipeline

Verified talent

Sponsored training

Company profile

Funmi A. · HR Manager

Desktop shell

Employer workspace and admin console share one shell: blue sidebar, live counts, signed-in person and role at the bottom. Content on Ground with white cards; tables scroll inside their card.

Breakpoints

Seeker: 360–430px, centred at 480 on tablets. Desktop: 1280px and up.

Spacing and radius

8px base. Cards 16px radius, inputs 12px, buttons pill.

Performance

First load under 300 KB, interactive under 3 s on a mid-range Android over 3G.

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4 / 5

Voice and AI disclosure

EnabledJobs sounds like a straight-talking friend in HR: warm, direct, and honest about what it knows.

- Do

SQL is asked for. You're learning it: close the gap.

Don't

You are not qualified for this role.
- Do

We never add skills or results you didn't give us.

Don't

Let AI make your CV stand out!
- Do

No verified jobs here yet. Alert me when one is posted.

Don't

No results found.
- Do

Never pay to get a job.

Don't

Beware of fraudsters!!!

AI disclosure rules

Every AI output carries the lime AI label. Suggestions are visibly different from confirmed facts. Figures cite their source. The coach says when it doesn't know and offers a human. People can always edit or undo.

Accessibility

WCAG 2.1 AA contrast, 44px touch targets, full screen-reader labels, voice input in coaching and CV building, captions on interview practice. Given the brand name, accessibility is a promise worth leading with.

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