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FREE PREVIEW

EMPLOYABLE

How Graduates and Early-Career Starters Can Win in Today's Job Market

Isaac B. Adetunji

The career advice most graduates receive is outdated. Graduate, apply, wait, get hired no longer reflects the market you are walking into. **The goalposts have moved.** If no one told you that, this book is doing it now.

EMPLOYABLE is a practical system for self-assessment, reskilling, positioning and resilience, written for graduates and early-career professionals in Nigeria and across Africa. Not theory. Not motivation. A sequence you can run, starting Monday morning.

209
pages across three parts, fourteen chapters and two bonus chapters

90
days, dated and measurable, turning the whole book into one campaign

8
moves in the Employable System, each one a chapter you can act on

Written for two people

The Fresh Graduate

You have just finished school, or you are about to. You are smart, qualified and ready to work, but the applications go unanswered and the interviews are not coming. You are not failing. You are playing the game without knowing the full rules. This book gives you the rules.

The Early-Career Starter

You landed something. It gets you out of the house every morning. But if you are honest, this is not where you are supposed to stay, and you do not know exactly what to do next. This book gives you the map.

A four-page taste of the book

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WHAT IS INSIDE

One sequence, run in order

Most job-search advice is a pile of tips. This book is a sequence. Underneath the parts and chapters there is a single system, and every chapter is one move in it. The order is the point: positioning before you have anything to position is marketing without a product, and applying before you have evidence is volume without a case.

Most graduates begin at move six. That is precisely why the applications go unanswered.

MOVE	WHAT IT MEANS	WHERE IT LIVES
1. Diagnose	Establish honestly where you are starting from	Chapter 1
2. Build	Close the gap between what you have and what the market wants	Chapters 2 and 10
3. Prove	Turn the skill into something a stranger can inspect	Chapters 2 and 3
4. Position	Make that evidence visible and easy to find	Chapters 3 and 11
5. Connect	Build the relationships before you need them	Chapter 4
6. Pursue	Apply with precision rather than volume	Chapter 5
7. Convert	Get through the selection system and close the offer	Chapters 6 and 7
8. Compound	Manage the career rather than the job	Chapters 8 to 14

Three parts, depending on where you are standing

PART ONE

The Graduate

Self-assessment, reskilling without going back to school, the modern CV and LinkedIn, networking from scratch, applying strategically, the Nigerian hiring machine, and the interview. Plus bonus chapters on becoming AI-ready and working remotely for employers abroad.

PART TWO

The Early Starter

Already employed but stuck. Diagnosing whether the role is a stepping stone or a dead end, defining the next move, closing the skills gap while still employed, repositioning quietly, and timing the leap.

PART THREE

The Inner Game

What nobody prepares you for. Rejection as data rather than verdict, resilience that lasts, the comparison trap and imposter syndrome, and knowing what you are actually worth before you negotiate.

And then the Appendix

Working templates you use rather than read: your Personal Career Baseline, the Application Tracker, the 90-Day Reskilling Plan, the 90-Day Job Search Sprint, and an Entry-Level Pay Reference built on minimum-wage multiples so the ratios survive inflation.

A TASTE · FROM CHAPTER 3

The Nigerian CV conventions that are costing you

Most CV templates circulating in Nigeria still open with a block of personal data: a photograph, date of birth, sex, marital status, state of origin, local government area, sometimes religion, and a full residential address. Many then close with referees listed by name, employer and phone number.

Those fields cost you three things. They consume the most valuable space on the page, the top third, with information that does not advance your case. They invite bias on characteristics that have nothing to do with whether you can do the job. And in multinational and international contexts they read as dated.

FIELD	VERDICT	WHY
Photograph	**Cut**	Not expected outside a few sectors; can trigger bias; confuses some ATS parsers
Date of birth or age	**Cut**	Not needed until an eligibility check; invites age screening
Sex or gender	**Cut**	Irrelevant to capability
Marital status	**Cut**	Irrelevant, and a documented source of bias against women
State of origin and LGA	**Cut**	Irrelevant to capability; invites bias
Full residential address	**Trim**	City and country is enough; a full address is a privacy risk
Referees' names and numbers	**Cut**	Supply on request; listing them exposes your referees to cold calls
Class of degree	**Depends**	A first class or 2:1 is an asset; state it. Below that, the book gives you the channel-by-channel call
NYSC status	**Keep**	A stated eligibility requirement for most graduate schemes
Professional body membership	**Keep**	Carries real weight in the Nigerian market

One qualification. Some employers, particularly in the public sector and in older organisations, still expect the personal-data block, and some application forms require those fields outright. Fill in whatever a form asks for. This guidance is about your CV, the document you control, and about which version of it to send where.

> **The book does not duck the hard cases**
>
> What if your classification is below a 2:1? Chapter 3 answers that by channel rather than by rule, and draws two lines that are absolute: never state a classification you do not hold, and never give a false answer when you are asked directly. Between those lines there is legitimate room to decide what your own document leads with.

GET THE BOOK

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What the full book gives you that this preview cannot

- → **The complete CV architecture**, section by section, with the results formula that turns duties into evidence, and worked before-and-after examples.
- → **Five STAR stories** prepared properly, the questions they each answer, and how to close an offer and negotiate the number.
- → **Inside the Nigerian hiring machine**: why the filters exist, how aptitude tests and assessment centres actually score you, and what these roles pay.
- → **Outreach scripts** that get replies, and the four circles of people worth building before you need them.
- → **Two bonus chapters**: becoming AI-ready rather than AI-dependent, and the four routes into remote work for employers abroad, including what you will owe under the Nigeria Tax Act.
- → **The Appendix tools**: Career Baseline, Application Tracker, Reskilling Plan, the 90-Day Sprint, and the Entry-Level Pay Reference.
- → **From Practice boxes**, where the author sets out what he has seen go wrong, and right, in real CV reviews and real interviews.

And the 90-Day Sprint that turns all of it into one dated campaign

Day 1	Day 30	Day 60	Day 90
Your Career Baseline completed honestly	CV and LinkedIn rebuilt, one project underway	Tailored applications in the pipeline and tracked	Your first review: what the data says, what you change

Getting hired in today's market is not about luck. It is about strategy, preparation, and knowing how to position yourself before an opportunity even exists.