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December Newsletter

The Heart Of The Season

Dear Team and Partners,
As the sun sets on 2025, I find myself reflecting on the profound themes that define this time of year, love, sacrifice, and community.

Christmas is often synonymous with festive lights and celebrations, but at the core, it is a reminder of the greatest gift, which is the spirit of selfless giving. It is a season that calls us to look beyond ourselves and recognize the importance of sacrifice, not just in a historical sense, but in the everyday ways we show up for one another.

Throughout this year, I have seen people sacrifice time to meet challenging deadlines, offer support to colleagues during difficult moments, and contribute talents to projects that serve our community.

As we head into the holidays, my hope is that you find time to disconnect from the noise of work and reconnect with the people who matter most. May our homes be filled with laughter, our hearts with peace, and our minds with the joy of knowing that our hard work has made a difference.

Thank you for an incredible 2025. I wish you and your families a Merry Christmas, and a beautiful holiday.

ANGELA BROWN
C.E.O

2025 Abuja Recruitment Recap

The Abuja talent market in 2025 has been nothing less of transformative. As the administrative and diplomatic heart of Nigeria, the FCT saw a significant surge in high impact hiring. Here is a breakdown of our recruitment pool data for the year.

- Top Hiring Sectors - The NGO & International development sector remained the largest employer in Abuja, followed closely by Real Estate and construction as the city continues her outward expansion.
- In-Demand Roles: We saw a 45% increase in demand for program Managers and Monitoring & Evaluation (M&E) specialists within the development space, while the private sector prioritized compliance officers and digital transformation leads.
- Skills over Degrees - 2025 displayed a definitive shift towards skills-based hiring. While degrees remain valued, technical certifications in Cybersecurity, Data Analytics, and Project Management were the primary breakers in selection rounds.



Top Career Projections for 2026

- 1. AI Implemented Specialists** – Professionals who can bridge the gap between AI tools and traditional business workflows
- 2. ESG & Sustainability Consultants** – With new environmental regulations, corporate sector are actively seeking experts to ensure Green compliance.
- 3. Renewable Energy Engineers** – Solar energy has transitioned from luxury to necessity. The need for off-grid power specialists is skyrocketing.
- 4. Health Tech Administrators** – Managing the intersection of digital health records and public health initiatives.
- 5. Fintech Compliance & Tax Experts** – Specifically, those who can navigate the new complex landscape taking effect in 2026.

Policy Update The 2026 Tax Law

A reminder that the Nigeria Tax Act 2025 brings significant changes effective January 1, 2026.

Kindly take note of the following to plan your finances.

- **PAYE Exemptions** – Individuals earning up to N800,000 annually are now fully exempt from personal income tax.
- **Rent Relief** – You can now claim 20% of your annual rent (up to a N500,000 cap) as a tax-deductible expense.
- **Simplified Business Taxes** – For companies with turnover under N100 million (N100,000,000) are now exempt from companies' income Tax (CIT) to encourage growth.
- **The Development Levy** – A consolidated 4% levy will replace several smaller taxes like education and IT levies for larger corporations





Festive Fun - Abuja Edition



Activity	Location
Christmas Village	Transcorp Hilton
Abuja Carnival Vibes	Various Locations
Picnics	Millennium Park
Concerts	Central area/ Wuse 2
Amusement Parks	City Gate/ Central area

FAREWELL

Tomorrow is the first blank page of a 365-page book. Write a good one
Brad Paisley

As we turn the final page of 2025, let us carry the lessons we have learned and the successes we have shared into the new year.
SEE YOU IN 2026

