

Apply Today!

Join our team
at SDB bank and
be at the forefront of fostering
a culture of excellence



Deputy Manager – HR Development

SDB bank is a licensed specialized bank regulated by the Central Bank of Sri Lanka, with a listing on the Main Board of the Colombo Stock Exchange and a Fitch Rating of BB+ (Stable) maintaining 94 branches island-wide and over 5000 inter-bank network ATM points, offering a contemporary range of banking plus financial services to its Retail, SME and Business banking clients. Guided by its maxim 'Where you're valued', plus the bank's reputation as the apex entity in the development banking and SME space, a sector accounting for a substantial 50% of Sri Lanka's total GDP, the bank offers equal support to individual, business-oriented, and development-focused goals, transcending what is purely transactional and valuing each customer for their uniqueness as individuals. The bank's ascendancy as one of Sri Lanka's top-rated modern banks with considerable brand value has been marked by numerous accolades including being placed in the Top - 50 in 'Sri Lanka's 100 most valuable brands' list for 2020 by global brand valuation consultancy Brand Finance; in the Top-50 in LMD's Inaugural Edition of 'Most Awarded'; and in the coveted 'LMD 100 - Sri Lanka's Leading Listed Companies' for the period 2019-20.

Are you a dedicated professional with a passion for nurturing our workforce to the next level and driving organizational development initiatives?

We are seeking a Deputy Manager to spearhead our Employee Development Function. This is your chance to cultivate an energetic, comprehensive, and flourishing workforce at SDB bank.

Position Overview :

As the Deputy Manager of Human Resources Development, you will be responsible to handle organizational development initiatives, including the alignment of HR strategies with business objectives, evaluation of organizational effectiveness, and implementation of change management programs.

Your focus will be on preparing the bank for future challenges, as well as identifying development needs across all levels through the implementation of Talent Management and Succession Planning programs.

Moreover, the knowledge to define the expected skill levels of job grades within the bank and to identify any skill gaps among role holders.

Qualifications & Skills :

Bachelor's degree in human resources or equivalent qualification from a recognized body.

Proven experience of 4 years in employee developments, relations, conflict resolution, and employee engagement initiatives.

Strong interpersonal and communication skills.

Knowledge of labor laws and regulations.

Exceptional problem-solving and negotiation abilities.

Ability to think strategically and implement employee-centric programs.

Adept at data analysis and continuous improvement strategies.

An attractive remuneration package commensurate with experience and fringe benefits on par with the industry standards is available for the right person. Interested candidates are invited to submit their curriculum vitae within 07 days of this advertisement to careers@sdb.lk mentioning the position in the subject line of the email. Kindly note that only shortlisted candidates will be contacted.