



## POST OF CHIEF HUMAN RESOURCES OFFICER (ON CONTRACT)

### 1.0 The Job/Responsibilities:

#### VISIONING

- Lead and drive the formulation of best and next practice human capital architecture, framework, imperatives, and strategies to support the Bank's strategic objectives.
- Steer, direct and control HR department resources, initiatives, and other strategic activities to ensure they are holistic, integrated and aligned with the Bank's desired outcomes.

#### NETWORK & ALLIANCES

- Build and maintain strategic alliances with human capital organisations, consultants and human capital practitioners in order to leverage on external expert(s) to develop human capital solutions.
- Establish and leverage upon the current relationships within the Human Resources Department, other key enabler departments and the business lines in order to ensure successful implementation of the different human capital work pillars.

#### ADVISORY & CONSULTANCY

- Advise Management on matters pertaining to human capital strategies and practices to drive the Bank's agenda and garner support from the Management and business lines.
- Act as the leading human capital authority in the Bank and become the point of contact and an advisor to line departments.

#### PROBLEMS/ISSUES IDENTIFICATION & RESOLUTION

- Design and develop innovative and cutting-edge human capital solutions in order to address Bank-wide issues

### 2.0 Required Minimum Educational Qualifications & Experience:

#### 2.1 Educational Qualifications

- A Bachelor's Degree (minimum of three (03) years) specialized in Human Resources Management / Human Capital / Psychology obtained from a local or foreign university, recognized by the University Grants Commission of Sri Lanka

and/or

A Postgraduate Degree in Human Resources Management obtained from a local or foreign university, recognized by the University Grants Commission of Sri Lanka

- Professional qualifications specialized in Human Resources Management acceptable to Central Bank will be an added advantage

#### 2.2 Experience:

Minimum of 15 years of experience with at least 10 years in a Senior Management role in Human Resources. Experience in HR Transformation / Change Management / Organizational Development will be an added advantage. Professionals with considerable period of experience in the Capacity of a Chief Officer heading HR function in a reputed organization with a workforce not less than 500 are preferred.

#### 2.3 Preferred Skills

- Experience in the areas of Restructuring & Organizational Transformations
- Strategic thinking and leadership skills
- Experience in Work studies, Work Process Analysis and Job Evaluation
- Technical Human Capital Management expertise
- Communication and interpersonal skills, Adaptability & flexibility, Industrial relations management, Numerical literacy
- Experience in HR Data Analytics, Psychometric Testing and Competency Mapping

**Applicants are strictly advised to submit copies of the certificates relevant to the educational/professional qualifications & work experience. Any application without the copies of the above documents will be rejected without any notice at any stage of the recruitment process.**

### 3.0 Employment:

On contract basis for two (02) years with the option to extend depending on requirements of the Bank

### 4.0 Remuneration and Other Benefits:

An attractive package on par with the market standards (negotiable)

#### Selection Procedure

Suitable candidate will be selected based on one or more interviews

#### Applications

Application forms could be downloaded from the official website of the Central Bank of Sri Lanka <https://www.cbsl.gov.lk/en/careers>

Applicants are strictly advised to adhere to the prescribed application format and send the duly completed applications with all the required documents to the following address to reach the Director/Human Resources by registered post on or before 16.08.2023

It is required to indicate "Application for the Post of Chief Human Resources Officer (On Contract)" on the top left hand corner of the envelope

Those who do not possess the required qualifications and experience as at the closing date will not be eligible to apply for this post. Any application not meeting the required qualifications, received after the deadline or not in the prescribed format, will be rejected without any notice.

Candidates who fail to provide originals of relevant documents at the interview will not be appointed under any reason for this post.

Any form of canvassing will be a disqualification.

CBSL reserves the right to postpone or cancel the recruitment. Only shortlisted candidates will be contacted for the next step of the recruitment process.