



Can your courage craft our tomorrows?

Growth is a combination of hard-working and commitment. That's why at Seylan Bank, We enrich your growth journey with a progressive culture that empowers your potential. With your determination to succeed and our innovative mindset, together we can re-shape the future of Banking in Sri Lanka.

Chief Manager - Human Resources

Job Responsibilities

- Identify, design, develop and implement HR programs, policies and projects in conjunction with other members of the HR team / business units.
- Deliver a high level of proactive and reactive support, service and advice to the line managers and staff in all aspects of HR functions.
- Develop effective, collaborative relationships and networking with all internal customers and external stakeholders.
- Coordinate Human Resources practices and objectives that will provide an employee-oriented, high performance culture that emphasizes empowerment, quality, productivity and standards & goal attainment.
- Contribute towards the development of HR systems and processes relating to HR functions.
- To preview the staff performance on a regular basis and to provide direction on employee development needs in coordination with the line management.
- To promote the corporate values and right culture of the organization through the implementation of relevant policies and procedures appropriate initiatives and the implementation of agreed activities in creating a Great Place to Work.
- To support the business partnering model as directed by management.
To contribute towards the achievement of Human Resources Management Plan, Controls assurance standards and the Human Resources Strategy.
- To maintain effective employee relationships and morale amongst staff across the Bank through effective feedback, recognition, appraises and development.
- To handle special HR projects and deliver the desired results in a timely manner.
- Ensuring to maintain the required manpower level in the Bank in line with business needs and executing right methodologies to resource quality talent to the bank at all levels including trainees.
- Steer organizational learning & development activities to improve knowledge, skills and abilities of employees to enable them to achieve Bank's overall objectives which includes the necessity of having career development opportunities across the Bank.
- Analyze skill gaps/performance improvement requirements of staff members and design/conduct training programs to achieve required competency levels and service standards of branches/departments.

The Person

- Minimum 12-15 years of experience with at least 05 years as a Senior Manager in Human Resources in a reputed organization
- Bachelor's degree specialized in HRM or Business Management from a recognized university or a full professional qualification in HRM from CIPM/recognized professional body.
- MBA/MSc from a recognized university will be an added advantage.
- Strong communication skills, empathy, listening skills coupled with coordinating /organizing and team building skills.
- Strategic thinker with a comprehensive focus on all areas of HR along with solid understanding of industry regulations and compliance.
- In depth knowledge of HR best practices and labor laws.
- Strong Leadership skills with a high degree of responsibility and accountability.

Applicants are invited to log on to www.seylan.lk and upload the updated CV along with a recently taken photograph or e-mail the CV to careers@seylan.lk within 7 days of this advertisement.