



We are Sri Lanka's premier private sector commercial bank. Our visionary journey has taken us beyond the realms of business as we have made a conscious effort to go where no bank has dared to go; from downtrodden villages long-forgotten, to the world across the shores. The driving force behind this epoch-making Journey is our strong team of achievers, affectionately known as the Hatna Family. As we continue to make history and move ahead, we invite dynamic and ambitious individuals to join us in our trailblazing banking saga.

## We are looking for bright minds to help us create a world of happy experiences.

# CHIEF HUMAN RESOURCE OFFICER (CHRO)

### Job Role

The Chief Human Resource Officer (CHRO) is responsible for developing and executing human resource strategy in support of the overall business plan and strategic direction of the Bank, specifically in the areas of talent management, talent development, organizational design, organizational and performance management, succession planning, total rewards and industrial relations. The CHRO will provide strategic leadership by articulating HR needs and plans to the executive management team, the board of directors and other key stakeholders.

### Key Expectations

- Ability to lead transformation in a large organization, implementing effective change management strategies.
- Ability to develop a 'People Vision' aligned to that of the organization's vision and put in place necessary Human Capital architecture to realize that vision.
- Ability to lead a diverse workforce.
- Ability to connect with all levels in the organization and provide necessary people solutions in order to enhance employee engagement.
- Ability to effectively handle industrial relations to ensure industrial harmony.
- Ability to influence and be persuasive with senior management and peers.
- Ability to engage with the Board of Directors and key stakeholders on strategic issues.
- Ability to align with the values and beliefs of the organization and build a culture that personifies its Brand.

### Academic / Professional Qualifications and Experience

- A degree or a professional qualification from an accredited university / institution.
- An MBA from a recognized university - a specialization in Human Resources would be an added advantage.
- A minimum of 20 years of work experience, with at least 10 years of Senior Management experience in Human Resources.
- Hands-on experience in managing industrial relations.

### Skills and Capabilities

- Strategic thinking and leadership skills
- Technical Human Capital Management expertise
- Business acumen
- Communication and interpersonal skills
- Adaptability and flexibility
- Industrial Relations management
- Numerical literacy

Interested candidates are invited to apply for the position  
All applications must reach us by:

**14<sup>th</sup> April 2023** via e-mail to  
[anosha.hettiarachchi@hnb.lk](mailto:anosha.hettiarachchi@hnb.lk)

(Please mention the position applied for in the subject of your e-mail)

