

MANAGER

PERFORMANCE & REWARDS

National Development Bank PLC being Sri Lanka's Best Bank for 2022 with twin wins from prestigious Global Finance USA and Euromoney, is charting a new course in Sri Lanka's banking and financial services sector. NDB's dynamism and innovation in digital technology and data space garners it the respect as one of the most versatile banking institutions in the country, and has been externally endorsed by multiple awards, including the much coveted title of Best Bank for Digital Financial Services by Asiamoney for 2022 and the Most Awarded Corporate 2022 by LMD.

Are you a seasoned HR professional with a passion for optimizing organizational performance and driving strategic change? Do you have a proven track record in designing and implementing innovative rewards programs and leveraging management information for driving decision-making? If so, we want you to join our dynamic team as a Manager of Performance and Rewards

THE JOB

Lead the design and implementation of performance management systems and reward programs to drive employee engagement, retention, and performance excellence.

Collaborate with stakeholders to design and implement organization structures and job frameworks that support the business strategy and drive operational efficiency.

Utilize management information to provide insights and recommendations that drive strategic decision-making and enhance organizational effectiveness.

Oversee the development and delivery of HR analytics and reporting to support data-driven decision-making across the organization.

Serve as subject matter expert, applying comprehensive knowledge of one or more HR processes and associated tools and maintain expert knowledge by researching best practices, monitoring legal developments, evaluating emerging trends, keeping apprised of technological advancements and conducting benchmark comparisons

Plan and coordinate the timely processing of all operational transactions related to compensation, benefits, pensions and equity programs according to agreed SLAs and statutory obligations

Partner with HR business partners and other key stakeholders to drive a culture of high performance and continuous improvement.

THE PERSON

Bachelors or Master's degree in Human Resources, Business Administration, or a related field.

8+ years of progressive experience in HR, with a focus on performance and rewards, organization design, and management information.

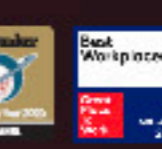
Strong understanding of HR best practices, compensation structures, and performance management systems.

Proven experience in leading organizational design initiatives and leveraging management information to drive business outcomes.

Excellent analytical, problem-solving, and project management skills.

Strong communication and interpersonal skills, with the ability to influence and collaborate across all levels of the organization.

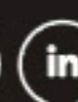
Please login to <https://www.ndbbank.com/careers> to Apply on or before 30th January 2024.



011 744 8888



www.ndbbank.com



A- (Ika) Fitch Rating - National Development Bank PLC (PQ 27) is a licensed commercial bank supervised by the Central Bank of Sri Lanka. NDB Bank is a member of the NDB Group, the largest financial services conglomerate in Sri Lanka.

