

# Unleash your True Potential as Head of Human Resources



## ABANS FINANCE PLC

Abans Finance PLC is a member of the prestigious Abans Group, a household name in Sri Lanka. With assets over Rs. 10 billion, we are one of the most innovative finance companies in Sri Lanka. The company's principal lines of business include finance leasing, mortgage loans, and acceptance of fixed and savings deposits. The company currently operates across the island and is further backed by over four hundred Abans PLC outlets islandwide. Abans Finance PLC possess an investment grade credit rating from Fitch Rating Lanka Ltd. Abans Finance PLC is seeking dynamic, result-oriented individual to be a part of its' winning team as HEAD OF HUMAN RESOURCES.

## KEY DELIVERABLES

- ▶ Crafting the company's overarching HR strategy and policy documents.
- ▶ Taking the lead in the Talent Acquisition function to ensure the timely recruitment of top-tier talent, ensure implementation of the onboarding process, whilst enhancing new employee retention.
- ▶ Overseeing employee relations and ensuring the company maintains a harmonious workplace culture. Serving as the guardian of Employer Brand and Employee Value Proposition.
- ▶ Conduct HR audits at regular intervals to ensure that HR facilitates business / compliance requirements.
- ▶ Preparing annual HR budget aligning with the organization's HR strategies, ensuring comprehensive coverage of all HR needs and adherence to regulatory compliance standards.
- ▶ Responsible for both organizational and individual learning and development.
- ▶ Implementing leadership development and succession planning initiatives, including talent identification, development, and retention of key Talent.
- ▶ Leading the Performance Management process, encompassing KPI definition, cascading, mid-year and year-end reviews, in accordance with the PMS framework, while also facilitating performance-based rewards.
- ▶ Benchmark, brainstorm and add value to digitalization of HR functions.
- ▶ Overseeing compensation and benefits (C&B) and monthly payroll process.
- ▶ Represent the company on all staff related issues.

## KEY REQUIREMENTS

- ▶ B.Sc. in HRM and/or full professional qualification in HR. Master's degree in related discipline will be an added advantage.
- ▶ Total of 12+ years of expertise in the areas mentioned of which minimum of 3 years in managerial, category. Experience in the finance industry will be a definite advantage.
- ▶ Excellent understanding of corporate ethics, and solid background to justify the same.
- ▶ Ability to maintain good interpersonal relationships, excellent communication skills, hands on experience in IT, multitasking capability, solution minded and solution oriented and consistently executing tasks in a timely manner.

### How to Apply

If you are ready to take on this exciting challenge and contribute to the growth and success of the company, this position offers excellent career prospects which also includes an attractive negotiable remuneration package in keeping with experience and industry norms. Please submit your CV with contact details of two non-related referees and the position mentioned as "Head of Human Resources – Abans Finance PLC" in the email subject line within 14 days of this advertisement to [careers@abansgroup.com](mailto:careers@abansgroup.com)

