

MANAGER HUMAN RESOURCES DEVELOPMENT

The Associated Newspapers of Ceylon Limited (ANCL), widely known as Lake House, is the home and heart of the print media in Sri Lanka. Lake House is looking for a talented and dynamic individual who possesses the following qualifications and requirements to fill the position of Manager-Human Resources Development.

Education & Professional Credentials

- Bachelor's degree in Human Resource Management, Business Administration, or related discipline
- OR
- Professional HR certification's from recognized institutions

Experience

- Minimum of 05 years of progressive HR experience, with at least 02 years in a managerial role focusing on HR development, talent management, or organizational design
- Proven experience in performance management systems design, implementation, and evaluation
- Demonstrated expertise in organizational structure development and workforce planning
- Experience in career development, succession planning, and competency framework implementation
- Hands-on experience in developing and managing a comprehensive Training & Development (T&D) plan and monitoring its execution and effectiveness

Knowledge & Skills

- Comprehensive understanding of HR development strategies, performance appraisal methodologies, and organizational design principles
- In-depth understanding of training needs analysis, gap identification, and prioritized T&D planning in alignment with business needs and Proficiency in digital learning platforms
- Excellent leadership, stakeholder management, and change management skills
- Analytical mindset with the ability to assess organizational needs and propose data-driven HR solutions

Behavioral Competencies

- Strategic thinker capable of aligning performance management and organizational design initiatives with corporate goals
- High level of integrity, confidentiality, and professionalism
- Strong interpersonal skills with the ability to influence and collaborate at all organizational levels
- Results-driven, adaptable, and committed to continuous improvement

For those who are interested please apply with detailed resume within 07 days of this advertisement to

careers@lakehouse.lk



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HOUSE**

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