

Our client is a leading and reputed healthcare provider, with a mission to deliver high-standard healthcare services. They are seeking a visionary and results-driven Group Chief Human Resources Officer to lead strategic HR initiatives and drive a high-performing, agile workforce across the Group.

## **GROUP CHIEF HUMAN RESOURCES OFFICER ( C - SUITE LEVEL)**

### **Key Responsibilities:**

- **Strategic Leadership:** Develop and align human capital strategy with business goals and growth objectives.
- **Talent Management:** Lead talent acquisition, development, retention and succession planning.
- **Organizational Culture:** Foster a values-driven culture that emphasizes excellence, innovation and engagement.
- **Performance Management:** Implement systems that drive accountability, improvement and recognition.
- **HR Operations:** Ensure efficient delivery of core HR services and workforce planning.
- **Change Management:** Lead organizational change initiatives with a focus on smooth transitions and adaptability.
- **Compliance & Governance:** Maintain adherence to labor laws, industry standards, and governance practices.
- **HR Analytics & Technology:** Drive data-informed decisions through HR analytics and digital platforms.
- **Executive Advisory:** Advise the Board and leadership on human capital strategy and organizational design.

### **Required Skills and Qualifications:**

- **A degree or full professional qualification in Human Resource Management/Business Administration.**
- **An MBA from a recognized institution.**
- **Professional Certifications:** Certifications such as **SHRM-SCP** (Society for Human Resource Management – Senior Certified Professional), **CIPD** (Chartered Institute of Personnel and Development – UK), or **SPHR** (Senior Professional in Human Resources – HRCI, USA) are highly regarded for this role.
- **Minimum 15 years of progressive experience in Human Resources, with at least 5 years in a Senior C-Suite level or Group- level leadership role.**
- **Proven track record of managing HR functions in large, diversified, and matrixed organizations** experience in the **healthcare or service sector** is a distinct advantage.
- **Demonstrated ability to lead transformational HR initiatives in complex organizational environments.**
- **Strong leadership, negotiation, and interpersonal skills, with the ability to influence and collaborate with stakeholders at all levels.**
- **Expertise in organizational design, strategic workforce planning and digital HR transformation.**
- **Solid understanding of local labor laws, international HR best practices and corporate governance principles.**

An attractive remuneration package awaits the right candidate.

Please forward your complete resume in PDF format with contact details of three non-related referees to [mslrcv@sltnet.lk](mailto:mslrcv@sltnet.lk) within 14 days of this advertisement quoting MSL Reference No. 8166 in the subject line of your e-mail.