

# Join the Best for a Journey of Excellence

If you are looking for a career that will help you stand tall, join People's Leasing & Finance PLC (PLC) and Fulfill or Unleash Your Potential to Change Your World. PLC is a public quoted company with enduring vision on being a vibrant award winning financial service provider and a superior player in the last 29 years of non – banking financial service landscape. PLC is spreading its wings across the island wide 112 branch network.

Whether you want a career that could take you to the top or to be a game changer or simply take you in an exciting new direction, PLC provides opportunities, support and reward that would push you towards greater heights. Today, People's Leasing & Finance PLC is also a formidable group of 6 subsidiary companies comprising of People's Insurance PLC, People's Leasing Fleet Management Limited, People's Leasing Property Development Limited, People's Micro Commerce Limited and People's Leasing Havelock Properties Ltd and Alliance Finance PLC Bangladesh. We are also driven by a performance culture with an unmatched level of quality and integrity by ethical business practices. Hence our brand reputation is held in high esteem. Also, our credentials have been endorsed by Fitch Ratings A (Ika) Outlook stable.

## Manager – Human Resource

### Role Profile

The job holder should have excellent people management & presentation skills and will report to Chief HR Officer and will be responsible for talent resourcing and on-boarding the most suitable candidates identifying talent gaps and vacant positions in the Organization, growing them within the employee life cycle and developing needed skills, training for expertise with a future-focus and effectively engaging, retaining and motivating them to achieve long-term business goals.

#### Key Responsibilities of the job include:

- Develop and execute human resources strategies that align with the company's mission, values, and long-term objectives. Implement best practices and innovative solutions to address talent acquisition, employee development, performance management and retention.
- Implement directives relating to people matters given by the Board of Directors. Board HR and Remuneration Communication Committee, Board Nomination Committee.
- Oversee on matters relating to the Employee Life Circle - recruitment, confirmations, performance and attendance management, payroll, transfers, promotions, cessation of employment of the Company.
- Develop managerial competencies, identifying aligning suitable organizational structures for the business and engage in succession planning at different levels within the company.
- Institutionalizing multiple performance management design methods, identifying training needs and preparation of policies and programmes that cover Human Resources Development in the Company.
- Evaluate every position and determine the proper market value for that job through salary surveys and statistical analysis to determine what the market value is for each job. Establish and update salary bands, ranges and mid-points, which is considered the market rate for each position.
- Ensure that employees understand their roles, receive constructive feedback, and have the support they need to achieve their goals and business objectives.
- Continuously improve performance by assisting line management to set individual and team goals which are aligned to the strategic goals of the organization, planning performance to achieve the goals, review and assess progress, and develop the knowledge, skills, and abilities of people.
- Responsible for employee/ labour relations programmes by identifying employee issues and taking appropriate action Counsel employees on disciplinary actions, disputes, illness and performance.
- Lead the staff engagement initiatives, Staff Retention Plan the staff Development Strategy the Mentoring Programme and the succession plan.
- In depth knowledge of current employee relations and employment laws and regulations.
- Oversee talent acquisition and succession planning processes to attract develop and retain top talent .work closely with hiring managers to identify skill gaps and implement competency mapping and talent development programs.
- Utilize data –driven insights to make informed decisions, drive HR initiative and measure the impact to HR programs on business performance.
- Providing guidance to all functions relating to key result areas of Human Resource Management and general administration.

#### Candidate Profile

- A Degree in Human Resources Management or Business Management from a recognized university and/or full membership of the CIPM Sri Lanka/ Chartered Institute of Personnel and Development UK / International Public Management Association for HR (IPMA-HR).
- Have extensive managerial experience with good performance track record of Human Resource functions; a minimum of 05 years of experience, preferably more.
- Prior experience with financial sector companies would be an added advantage.
- Excellent communication, negotiation and interpersonal skills.
- Involved in and understanding of the key result areas in human resource management and organizational development activities.
- High level of Integrity, dedication and the accuracy of work would be key priority.
- Sound knowledge of changing business needs and environments.
- Strong leadership competencies to achieve goals of the Company.

*"Successful Candidate will be provided with an attractive remuneration package and fringe benefits commensurate with benchmarked institutions."*

Any form of canvassing will be regarded as a disqualification

Applicants are invited to submit comprehensive curriculum vitae with names of two non – related referees, copies of relevant certificates along with a passport size photograph to the address given below on or before **04th January 2026**

#### Application should be sent to:

Group Head of HR,  
People's Leasing & Finance PLC,  
No.1161, Maradana Road, Colombo 08.  
Web: [www.plc.lk](http://www.plc.lk) | E –mail – [careers@plc.lk](mailto:careers@plc.lk)  
We will correspond only with applicants shorts listed for interview.

