

WE'RE HIRING!



HEAD OF HUMAN RESOURCES

JOIN US TO LEAD, INSPIRE, AND SHAPE THE FUTURE OF OUR PEOPLE!

We are seeking a dynamic, strategic, and people-centric Head of Human Resources to lead our HR function and drive a high-performance culture aligned with our business vision.

APPLICANT PROFILE

- A Bachelor's Degree in Human Resource Management (or a related field) or Chartered Qualification in HRM (CQHRM) by CIPM.
- A Master's Degree in Human Resource Management will be considered as a distinct advantage.
- 15+ years of overall experience, with at least 5 years in a Senior Management position. (Experience in the NBF/ Banking industry is considered as an added advantage.)
- Age is to be less than 45 years old.
- Excellent verbal and written communication skills.
- A sound knowledge of employee relations, labour laws, and regulations.

JOB PROFILE / MAIN RESPONSIBILITIES

- **Strategic HR Leadership:** Lead the design and execution of comprehensive HR strategies that align with the organization's long-term business goals.
- **Organizational Development:** Plan and implement high-level policies, processes, and initiatives to enhance organizational culture and strategic agility.
- **Talent Acquisition & Management:** Oversee the full talent lifecycle, ensuring the recruitment of top-tier professionals and the development of robust succession plans.
- **Compensation & Total Rewards:** Direct the administration of competitive compensation, benefits, and recognition programs to ensure market parity and employee retention.
- **Change Management:** Lead and facilitate organizational change initiatives, ensuring smooth transitions during structural shifts, cultural transformations, or process re-engineering while maintaining high employee morale.
- **Employee Relations & Compliance:** Serve as the final authority on complex employee relations matters, disputes, and investigations while ensuring 100% legal compliance.
- **Performance & Productivity:** Drive a high-performance culture through the implementation of advanced performance management systems and productivity metrics.
- **Financial Oversight:** Manage the total HR budget, ensuring optimal resource allocation for training, development, and administrative systems.
- **Advisory Role:** Act as a key advisor to the executive team on employment policy and workforce planning.

(Reporting Line: This position reports directly to the Chief Executive Officer (CEO))

The chosen candidate will be provided with an attractive remuneration package, including fringe benefits on par with bench marked financial institutions.

If you are confident that you are the one who we are looking for, please mention the position you are applying for in the subject line and forward your updated CV within 14 days of this advertisement, along with two non-related referees to careers@cbcfinance.lk.

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