SEC | SECURITIES AND EXCHANGE COMMISSION OF SRI LANKA

VACANCIES

The Securities and Exchange Commission of Sri Lanka (SEC), the apex regulator of the nation's capital market, is mandated to create, develop, and maintain a fair, orderly, efficient, and transparent securities market, while upholding the highest standards of professionalism, integrity, and ethical conduct across the industry. With investor protection as a core statutory obligation, the SEC is dedicated to safeguarding investor rights and strengthening market confidence in Sri Lanka's evolving capital market landscape.

The SEC invites applications from dynamic, ethical, and results oriented professionals with strong leadership qualities to join the SEC team in the following key functional areas: Human Resources and Supervision.

Successful candidates should demonstrate sound judgment, discretion in handling confidential information, excellent interpersonal skills, and ability to operate effectively in a collaborative regulatory environment.

DIRECTOR - HUMAN RESOURCES

Major responsibilities inter alia include :

- Organizational change management
- Strategic HR leadership: Develop and implement HR Strategies
- Talent Management: Lead talent acquisition, retention and develop strategies to attract and retain top tier talent
- Employee engagement and culture: Foster a culture of diversity, equity and inclusion while driving initiatives to enhance employee engagement and satisfaction
- Performance Management: Implement robust performance management systems to drive accountability, performance and continuous improvement
- Leadership Development: Implement leadership development programs to build a strong leadership pipeline across all Divisions of the SEC.
- Oversee compensation, benefits and employee welfare programs, ensuring competitiveness and compliance with legal regulations.

Required Qualifications :

- A Bachelor's degree in Human Resource Management (HRM) or any other discipline with specialization in HRM from a recognized university or be an Attorney-at-Law with experience in the field of Human Resources.
- A demonstrable track record in managing Human Resources with a minimum of 10 years' experience at senior managerial or managerial level with well-developed Human Resources skills to spearhead a professional team. Knowledge/ experience in the Government Administrative Procedures will be an added advantage.

DIRECTOR - SUPERVISION

The Role :

The Director Supervision will be responsible for the granting of licenses and renewal processes of regulated entities as well as overseeing their ongoing compliance. This role involves conducting both risk based on-site and off-site supervision to evaluate the financial and operational soundness, as well as the business conduct, of market institutions and market intermediaries.

The successful candidate will also lead the development of policy guidelines and implement proactive risk management frameworks aligned with international best practices, ensuring a robust and resilient regulatory environment.

Required Qualifications :

- A Bachelor's Degree in Economics, Law, Accounting, Commerce, Finance, Management, Mathematics/Statistics, Physical Science or Business Administration from a recognized University or be an Attorney-at-Law or a Member of a recognized professional body or be a charterholder of Chartered Financial Analyst (CFA) Institute of USA.
- A proven track record with a minimum of ten (10) years of relevant experience at managerial or senior-managerial level.
- Experience in the field of risk management, compliance, monitoring, auditing, capital markets, finance and / or banking. IT based systems audit and/ or forensic accounting experience would be a distinct advantage.

Additional Requirements for both positions :

- A Bachelor's Degree with a class, a Master's Degree, or a Doctorate (PhD) will be considered a definite advantage.
- Prior exposure to the capital markets or regulatory environment will be deemed a distinct and significant advantage.
- Demonstrates analytical and decision-making capabilities, a solid background in research, excellent communication skills in English, Sinhala and/or Tamil, and proficiency in IT applications.
- Strong negotiation and presentation skills will be a distinct advantage.
- Age: Between 35 and 55 years, the upper age limit will not apply to internal applicants or those from government sector institutions.

Remuneration and Benefits :

- A highly competitive salary
- Annual performance-based incentive
- Local and overseas training in capital market disciplines
- Comprehensive medical insurance
- Life insurance coverage of Rs. 10 million
- Critical illness cover of Rs. 5 million
- Personal accident insurance equivalent to 60 months of basic salary
- All-purpose loan facility up to Rs. 2 million
- Sponsorship for higher studies

Application Procedure

Applicants should submit their CV along with the names and contact details of two non-related referees. Applications may be submitted by registered post or by email to **recruitments@sec.gov.lk** on or before **20th April 2026**. Please indicate the Position Title on the top left-hand corner of the envelope or as the subject line of the email.

Selection Process

The selection process will consist of two stages, a preliminary interview followed by a final interview, and only shortlisted candidates will be contacted for the preliminary interview.

Canvassing in any form will result in automatic disqualification.

Officer-in-Charge
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