

# Join the Best for a Journey of Excellence

People's Leasing & Finance PLC is one of the largest and fastest growing Companies in the NBFIs Sector in Sri Lanka, with a strong island-wide presence through a branch network of over 100 branches. PLC is also a formidable group of six subsidiary companies comprising of People's Insurance PLC, People's Micro-commerce Limited, People's Leasing Property Development Limited, People's Leasing Havelock Properties Limited and Alliance Finance in Bangladesh. We are driven by a performance culture with unmatched level of quality and integrity by the ethical business practices.

## Chief Human Resources Officer (CHRO)

### Role Profile

Reporting directly to the Chief Executive Officer/GM, the Chief Human Resources Officer will be a key member of the Corporate Management Team, responsible for shaping and executing the Company's Human Capital Strategy to support business growth, organizational transformation, and long-term sustainability.

### Key Responsibilities

- Develop and execute the Company's Human Resource Strategy aligned with the corporate vision, business objectives, and growth plans.
- Provide strategic advice to the CEO, Board of Directors, and Corporate Management on all people-related matters.
- Lead and oversee all Human Resource functions, including Talent Acquisition, Performance Management, Learning & Development, Succession Planning, Compensation & Benefits, Employee Relations, HR Operations, and Organizational Development.
- Drive organizational transformation, culture enhancement, employee engagement, and leadership development initiatives.
- Develop and implement workforce planning strategies to ensure the Company attracts, develops, and retains exceptional talent.
- Champion HR digital transformation by leveraging technology and people analytics to improve decision-making and operational efficiency.
- Ensure compliance with Sri Lankan labour legislation, regulatory requirements, and corporate governance standards applicable to the financial services industry.
- Foster a high-performance culture that promotes accountability, innovation, diversity, collaboration, and continuous improvement.
- Lead change management initiatives supporting business expansion, digital transformation, and organizational effectiveness.
- Strengthen the Company's employer brand and employee value proposition to position the organization as an employer of choice.

### Candidate Profile

- The ideal candidate should be between 55 and 65 years of age and will be appointed on a two (2) years fixed term contract on renewable basis.
- A Bachelor's Degree in Human Resource Management, Business Administration, Management from a recognized university or Professional membership as a Chartered Member/Fellow of the Chartered Institute of Personnel Management (CIPM) Sri Lanka, Chartered MCIPD/FCIPD (UK), or an equivalent internationally recognized professional HR institution is highly desirable.
- A Master's Degree (MBA/MSc) from recognized university would be an added advantage.
- A minimum of 18 years' progressive Human Resource experience, including 10 years' senior management in HR role.
- Demonstrated success in leading strategic HR initiatives, organizational transformation, culture development, succession planning, executive talent management, and change management.
- Candidates with a legal background and sound knowledge of Sri Lankan labour laws, employment legislation, industrial relations, and corporate governance principles relevant to human resource management will have a distinct advantage.
- Proven leadership, stakeholder management, negotiation, communication, and decision-making skills.
- The ability to influence senior leadership, inspire teams, and drive organizational excellence.

*"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 **30<sup>th</sup> August 2026**.

#### Application should be sent to:

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 shortlisted for interview.



**PEOPLE'S  
LEASING**  
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THE TRUSTED LEADER