

Shaping people - Powering possibilities - Building the future

Our client is a Sri Lanka's premier and most trusted private healthcare provider, invites applications from exceptional, visionary, and result-oriented professional to lead strategic Hr initiatives and drive a high-performing, agile workforce as

GROUP CHIEF HUMAN RESOURCES OFFICER

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 value-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 focus on smooth transitions and adaptability.

- **COMPLIANCE & GOVERNANCE**

Maintain adherence to labor laws, industry standards and governance practice.

- **HR ANALYTIC & 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 & QUALIFICATION

- A Master's Degree in Human Resource Management, Business Administration or a closely related field is mandatory. An MBA from a recognized institution is highly preferred.
- Professional certification: Certification such as SHRM-SCP (Society for Human Resources Management Senior Certificate Professional), CIPD (Chartered Institute of Personnel Development – UK), or SHPR (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 c-suite level or Group level leadership role.
- Proven track record of managing HR function in large, diversified, and matrixed organizations- experience in the healthcare or service is a distinct advantage.
- Demonstrated ability to lead transformational HR initiatives in complex organizational environments.
- Strong leadership, negotiations and interpersonal skills, with the ability to influence and collaborate with stake holders at all levels.
- Expertise in organizational design, strategic workforce planning, and Digital HR transformation.
- Solid understanding of local labor laws, international HR best practice and corporate governance principles.

An attractive and competitive remuneration package, commensurate with qualifications and experience, will be offered to the successful candidate.

Please forward your complete resume in PDF format, along with a recently taken photograph and the contact details of two non-related referees, to mslrcv@sltnet.lk within 10 days of this advertisement. Kindly quote the MSL Reference No. 8264 in the subject line of your email.