TEAM NATION

Sri Lanka Cricket

# VACANCY

# HEAD OF HUMAN RESOURCES

Sri Lanka Cricket invites applications from suitably qualified and experienced professionals for the position of Head of Human Resources.

## JOB ROLE

Lead people strategy, workforce planning, recruitment, employee relations, performance management, compensation administration and HR governance across Sri Lanka Cricket, ensuring fair, compliant and accountable people practices.

## KEY RESPONSIBILITIES

- Develop and implement HR strategies, policies and procedures aligned with organizational goals
- Lead recruitment, selection and workforce planning to attract and retain talent
- Oversee HR operations, including employee administration, compensation and benefits, and payroll coordination
- Implement performance management systems, including performance appraisals and KPIs
- Ensure compliance with applicable labour laws, statutory requirements and internal HR policies
- Develop and manage the HR budget, monitor expenditure and ensure cost-effective utilization of resources in line with organizational objectives
- Manage employee relations, disciplinary matters, grievances and workplace conflict
- Oversee learning and development, succession planning and employee engagement initiatives
- Advise senior management on HR strategy, organizational development and workforce-related matters
- Oversee job descriptions, organizational structures and HR reporting to support effective decision-making
- Lead and develop the HR team, driving efficiency and continuous improvement in HR practices

## REQUIRED QUALIFICATIONS & EXPERIENCE

- A Bachelor's degree in Human Resource Management, Law, Business Administration or a related field from a recognised university
- A postgraduate qualification in Human Resource Management or a recognised professional qualification in Human Resource Management will be an added advantage
- Strong knowledge of Sri Lankan labour laws, statutory compliance, payroll controls, disciplinary procedures and HR best practices
- A minimum of 10 years of progressive experience in Human Resources, including substantial experience in a managerial or senior HR leadership role
- Proven experience in strategic HR management, workforce planning, performance management, employee relations and handling confidential investigations
- Experience in complex, multi-site, public-interest or sports organizations, as well as HRIS implementation, will be an added advantage

## PERSONAL ATTRIBUTES

High integrity, independence of judgement, leadership, discretion, sound communication, stakeholder management and a commitment to transparent, merit-based administration.

## EMPLOYMENT DETAILS

Duty station: Colombo, Sri Lanka. Employment terms, remuneration and reporting arrangements will be communicated through the approved recruitment process.

## HOW TO APPLY

Applicants should submit a detailed curriculum vitae, a cover letter outlining suitability for the role, copies or details of professional qualifications, and contact details of two non-related referees who are not employed by Sri Lanka Cricket.

**Send applications to: vacancies@srilankacricket.lk**

**Closing date: 10.11.2026 | Subject line: Head of Human Resources**

*Only shortlisted candidates will be contacted. Selection may include competency-based interviews, reference checks and an assessment of financial leadership and governance capabilities. Sri Lanka Cricket is committed to a fair and merit-based selection process.*

**Human Resources Dept. Sri Lanka Cricket,**
**No. 35, Maitland Place, Colombo 7**