

Sri Lanka Insurance

ASSISTANT GENERAL MANAGER – HUMAN RESOURCES

As Sri Lanka's national insurance services provider and the country's Largest and Strongest insurance provider, Sri Lanka Insurance is backed by six decades of industry expertise and the most experienced insurance sector technical knowledge base in the country.

Join with Sri Lanka Insurance, the insurance giant to experience unparalleled opportunities for career growth as well as personal development, within a value centric performance driven culture.

A professional with experience and skills in handling and overseeing the Human Resource Management and Development practices and processes towards supporting the business needs and ensure the proper implementation of company strategies and objectives. As the AGM - HR the selected candidate will be reporting directly to the Deputy General Manager - HR & ER

Duties and Responsibilities;

- Ensure that activities and programmes related to human resources are implemented in accordance with the Organisation's HR strategy. These may include, Sourcing, Learning and Development, Performance Management, Organisational Development, Employee Relations & Engagement, HR Services, Digitalisation, prompt & affirmative actions to face challenging business needs ect.
- Ability to support the transformation of a large scale organisation in order to achieve business needs.
- Ensure the smooth functioning of operational matters; managing personnel, procurement and contract negotiations.
- Lead, direct, evaluate and develop a team of managers to ensure that the company's HR strategy is implemented effectively, consistently and in accordance with established guidelines and budgets.
- Contribute to strategic planning and decision making at the top executive level so that the company's HR strategy is aligned with its other business strategies.
- Represent the company in interactions with all external stakeholders in order to protect and to enhance the company's interests and reputation.
- Ability to embrace the values of the Organisation and build a strong employer brand.
- Maintain workplace harmony at all times and establish a cordial relationship with Trade Unions and ensure employee concerns are addressed in a timely manner.

Qualifications & Pre-requisites;

- Should possess a Degree in HRM/Management/Business Administration or equivalent Professional Qualification in Human Resource Management from a recognised University or a Professional Institute.
- Master's in HR or Business Management will be a distinct advantage.
- Should possess a minimum of 12 years of HR related experience, out of which 07 years should be at a Senior Managerial level.
- The applicant should also have excellent communication skills in the English language with computer literacy in HR systems.
- The applicant should have demonstrated leadership qualities with a capacity to lead a team for a transformation. The applicant will be expected to provide innovative solutions to improve skills, knowledge and work ethics of all employees, while achieving business objectives. In addition, the AGM - HR needs to possess outstanding interpersonal skills.
- Corporate membership of the Chartered Institute of Personnel Management Sri Lanka or CIPD (UK) will be an added advantage
- Age preferably below 45 years.

If you believe you have what it takes to deliver exceptional results, send in your CV along with the names of two non-related referees within 07 days of this advertisement to the address given below, stating the post applied for on the top left corner of the envelop or e-mail it to jobs@srlankainsurance.com stating the post applied for on the subject line.

Deputy General Manager – HR & ER

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Company Registration Number: PB 289