

PEOPLE'S BANK

CHIEF HUMAN RESOURCE TRANSFORMATIONAL OFFICER

Are you a visionary and transformational leader with a passion for driving organizational change and fostering a people-centric performance-driven culture? If so, we have an exciting opportunity for you to shape the future of our bank as the Chief Human Resource Transformational Officer (CHRTO).

About Us

At People's Bank, we take immense pride in our commitment to excellence and innovation in the banking industry. As a leading bank in the country, with a diverse workforce of over 7000 employees, we are dedicated to creating an inclusive and dynamic environment where our employees can thrive and reach their full potential. As we continue to expand our operations, enhance our service standards, and embrace new challenges, we are seeking an exceptional CHRTO to assist our Human Resources team in driving strategic initiatives that will shape the future of our bank.

Role and Responsibilities

As the Chief Human Resource Transformational Officer, you will be at the forefront of our people's strategy, partnering with senior leadership to align HR initiatives with our business objectives.

Your key responsibilities will include

- **Transformational Leadership:** Provide visionary leadership to our HR team, fostering a culture of innovation, collaboration, and continuous improvement. Drive transformational change throughout the organization to achieve sustainable growth.
- **Strategic HR Planning:** Develop and execute human resources strategies that align with the bank's mission, values, and long-term objectives. Implement best practices and innovative solutions to address talent acquisition, employee development, performance management, and retention.
- **Organizational Development:** Design and implement effective organizational development programs that enhance employee engagement, promote diversity and inclusion, and cultivate a positive work culture.
- **Talent Management:** Oversee talent acquisition and succession planning processes to attract, develop, and retain top talent. Work closely with hiring managers to identify skill gaps and implement competency mapping and talent development programs.
- **Change Management:** Lead change management efforts to ensure smooth transitions during periods of growth, restructuring, or process improvements.
- **Employee Relations:** Promote a Positive and Inclusive Work environment, Resolving Employee Relations issues effectively and in compliance with bank's policies and regulations.
- **Performance and Compensation:** Develop performance management systems and compensation strategies that recognize and reward employee contributions while ensuring alignment with organizational objectives.
- **HR Analytics:** Utilize data-driven insights to make informed decisions, drive HR initiatives, and measure the impact of HR programs on business performance.

Qualifications and Experience

To be successful in this role, you will require the following qualifications and experience.

- A Bachelor's Degree preferably in Human Resources/ Business Administration or a Master's Degree from a UGC recognized university/institute

OR

- A professional qualification in Human Resources from an accredited institution.
- A minimum of 20 years of work experience, preferably in banking or the financial industry, with at least 10 years of senior management experience in Human Resources.
- Proven experience as a senior HR leader, preferably as a CHRTO or similar role, with a track record of achievement in driving transformative change in a dynamic organization.
- Demonstrated ability to develop and implement HR strategies that support business objectives and enhance organizational performance.
- Strong leadership skills with the ability to inspire and empower teams, fostering a culture of collaboration and continuous improvement.
- In-depth knowledge of HR best practices, psychometric assessments, employment laws, and regulations.
- Excellent communication, networking and interpersonal skills, with the ability to build strong relationships with stakeholders at all levels.
- Analytical mindset with the ability to leverage HR metrics and data to make data-driven decisions.

Age

Age should be below 58 years as at closing date of applications.

Method of Selection

Shortlisted applicants based on the stipulated qualifications and experience will be called for an interview.

Conditions of Employment

This will be a Corporate Management position (equivalent to the grade of Deputy General Manager) on contract basis and performance will be evaluated annually.

Remuneration

An attractive and negotiable remuneration package commensurate with qualifications and experience will be offered to the selected candidate.

Applications

Please send details of achievements and experience relevant to the job applied for together with your curriculum vitae along with copies of certificates and contact numbers of two non-related referees. The post applied for should be stated in the subject line of the Email and should reach the Email Address : recruitment@peoplesbank.lk on or before 22.07.2024.

An Email confirmation of receipt will be sent upon the receipt of the curriculum vitae. In the event a confirmation has not been received within a reasonable period of time, you may inquire regarding the application on telephone numbers 0112481542/0112481416.

All applications will be treated in strict confidentiality and any form of canvassing will be regarded as a disqualification.

All incomplete and Non - complying applications will be rejected.

The Bank reserves the right to decide the number of vacancies, postponement or cancellation of recruitment or on any other information not included in the advertisement.

Deputy General Manager (Human Resources)

People's Bank - Head Office

NO. 75, Sir Chittampalam A Gardiner Mawatha,

Colombo - 02.



**PEOPLE'S
BANK**

Pride of the Nation