

VACANCY



HEAD OF HUMAN RESOURCES

Sri Lanka Insurance General is backed by decades of industry expertise and the country's most experienced insurance sector technical knowledge base. Join a team of highly qualified and most experienced professionals in the country to experience unparalleled opportunities for career growth and personal development opportunities within a performance-driven culture.

Job 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, Organizational Development, Employee Relations & Engagement, HR Services, Digitalization, prompt & affirmative actions to face challenging business needs etc.
- Support the transformation of a large scale organisation 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.
- 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/ Law from a recognised University or an equivalent Professional Qualification.
- Master's in HR or Business Management will be a distinct advantage.
- Should possess a minimum of 15 years' of HR related experience, including a minimum of 05 years in a leadership role in a reputable Organisation.
- The applicant should have excellent communication skills in the English language with sound knowledge in MS Office and HR systems.
- Corporate membership of the CIPM Sri Lanka or CIPD (UK) will be an added advantage.
- Hands on experience in HR Development, Operations and Industrial Relations in a large scale Organisation is a must.
- 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 in order to achieve business objectives while maintaining outstanding interpersonal skills.
- Age should be below 50 years.

If you believe you possess the above qualifications & experience, 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@srilankainsurance.com stating the post applied for on the subject line.

HR Department
Sri Lanka Insurance Corporation General Ltd.,
No 21, Vauxhall Street, Colombo 02.
Company Registration No: PB 5208

