

JOIN THE MOST AWARDED BANK IN SRI LANKA HEAD OF HUMAN RESOURCE MANAGEMENT



With an enduring vision of being the most technologically advanced, innovative and customer friendly financial organization, we, the Most Awarded Bank in Sri Lanka, continue to progress steadily while being the first Sri Lankan bank to be listed amongst the Top 1000 Banks in the World.

Our unparalleled record of success is supported by an unmatched suite of digital offerings and superior standards in service, stability and performance. We are poised to ascend to even greater heights in the near future.

JOB PROFILE

Strategic Leadership

- Execute HR strategies that aligns human capital management with long-term business objectives, enhances profitability, and drives organizational transformation. Champion Change Management initiatives and organizational restructuring to mitigate operational risk.

HR Operations & Compliance

- Ensure smooth HR operations by streamlining processes, maintaining updated policies, and guaranteeing compliance with statutory requirements through oversight of audits, investigations, and disciplinary matters.

Talent Management & Development

- Drive workforce planning, succession management, internal mobility, and continuous staff development to optimize leadership alignment and upskill employees in line with evolving financial regulations and digital finance trends.

Performance & Rewards

- Promote a transparent, merit-based culture by managing performance systems, designing competitive compensation and benefits, and implementing retention strategies.

Employer Branding & Engagement

- Position Commercial Bank as an employer of choice by leading employer branding initiatives and fostering employee engagement programs that strengthen organizational culture and productivity.

Industrial Relations & Workplace Harmony

- Build strong partnerships with trade unions and staff groups, leading collective negotiations and high-level grievance resolution to maintain a stable work environment and prevent operational disruptions

APPLICANT'S PROFILE

Education

- Master's Degree in Human Resource Management, MBA, or a related field.
- Professional membership (e.g., SHRM-SCP, ACIPM, or equivalent national HR body).

Experience

- 15 years of experience in HR, with at least 10 years in a senior managerial role.

Strategic & Leadership Excellence

- Demonstrates the ability to link HR initiatives to business sustainability, manage large teams, influence C-suite stakeholders, and drive diversity, equity, and inclusion while aligning all policies and initiatives with organizational strategy.

Operational & Compliance Mastery

- Brings strong expertise in employee relations, labor laws, conflict resolution, workforce administration, implementing, and overseeing HR processes that meet statutory and industry-specific requirements.

Talent, Engagement & Financial Oversight

- Possesses proficiency in managing HR budgets, compensation and benefits, and recognition systems, while leading employee engagement initiatives, organizational surveys, and retention programs to optimize workforce performance and profitability.

Successful candidate will be provided with an attractive remuneration package, commensurate with benchmarked financial institutions.

Interested candidates are invited to apply for the position, all applications should be routed through our corporate website.

To apply, please visit,

www.combank.lk > Careers > Open Positions > Head of Human Resource Management

 **COMMERCIAL BANK**