



VACANCY

We are a subsidiary of Sri Lanka's leading private commercial bank Hatton National Bank PLC, and a leader in the finance industry with an immaculate record of over 24 years, offering a diversified portfolio of financial services catering to a multitude of sectors through an integrated network of 79 branches across the island. We are ranked among the top 100 most valuable consumer brands in Sri Lanka by Brand Finance. In view of our growth expectations, we seek highly motivated, dynamic and result oriented individuals to join our organization.

SENIOR MANAGER/ MANAGER TALENT ACQUISITION & COMPETENCY DEVELOPMENT

Main Job Duties & Responsibilities

- Lead and manage the talent acquisition process, ensuring effective recruitment strategies are in place to meet the organization's current and future needs.
- Oversee the development and execution of training and development programs and employee engagement events to enhance employee skills, ensure business alignment, and foster a culture of continuous learning.
- Collaborate with department heads to identify talent gaps and create comprehensive workforce plans to support the company's growth objectives.
- Develop and maintain relationships with external partners, such as universities, recruitment agencies, and training vendors, to enhance talent pipelines and learning opportunities.
- Develop and implement leadership development initiatives to identify and prepare high-potential employees for future leadership roles.
- Prepare and present regular reports on recruitment and training progress to senior management, offering insights, actionable recommendations, and forecasts.
- Utilize technology and data analytics to optimize recruitment strategies and evaluate the impact of training programs on organizational performance.

Qualifications

- Bachelor's degree in Human Resources, Business Administration, or equivalent professional qualification in related field. A master's degree in a related discipline would be an added advantage.
- At least 5-7 years of experience in talent acquisition and employee development, including a minimum of 3 years in a leadership role.
- Strong knowledge of recruitment strategies, training methodologies, and HR best practices.
- Excellent leadership, communication, and interpersonal skills, with a proven ability to excel in dynamic environments and meet tight deadlines.
- A proactive mindset with a strong focus on timeliness and achieving results.
- Demonstrated experience in handling high-volume recruitment and designing scalable training solutions for diverse teams.

If you are willing to take up the challenge, forward your resume via e-mail OR by post within 10 days of this advertisement along with the details of two non-related referees, to the address stated below or to hr2@hnbfinance.lk Please indicate the post applied for and your preferred location on the top left-hand corner of the envelope or in the subject line of your e-mail.

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