



Merchant Bank of Sri Lanka & Finance PLC (MBSL), a well-established Financial Institution and a subsidiary of Bank of Ceylon is looking for dynamic and result oriented individuals to join our team for the following post.

## **MANAGER / SENIOR MANAGER – HR (Employee Relations & Industrial Relations)**

### **Responsibilities**

- Be the subject matter expert and advise the corporate management on labour law-related matters to strive for the best win-win solution
- Ensure compliance with local labour laws, Develop and update HR policies, Manage labour law audits and inspections with all internal and external regulators.
- Liaise with staff unions, Negotiate collective bargaining agreements, Manage labour disputes.
- Collaborate with external stakeholders, including legal advisors, and government regulators on matters related to labour law (LT, Labour department, Court cases).
- Handle all disciplinary matters within the organization, maintain accurate records and prepare reports for senior management for action.
- Advise, create awareness, support and develop HR staff members on the subject of labour law

### **Qualifications**

- Possess an LLB / LLM from a recognized university approved by UGC.
- Attended law college (Obtained notary license)
- Masters in Labour Relations and HRM in addition to the above qualifications would be preferred
- Passion for handling labour law related matters, out of the areas available in the field of law
- Exceptional communication skills both written and spoken (English and Sinhala)
- At least 5 years of Hands-on experience in handling Employee relations and Industrial relations matters
- Exposure in the banking & finance field would be an added advantage
- Experience & ability to connect well with the Labour department, LT Cases and any other court in the country
- Extraordinary interpersonal skills to manage all internal and external issues related to employee and industrial relations

### **AGE:**

- Below 45 Years.

### **Remuneration:**

Performance based remuneration package will be offered to the right candidates, based on the qualifications and experience.

### **How to Apply:**

Applicants are advised to indicate the position applied for on the subject line of the e-mail / top left-hand corner of the envelope and send your detailed resume along with names of two non-related referees within 14 days of this advertisement to the following email/ address. The vacancy will be filled purely on merit and any form of canvassing will result in disqualification. Only short-listed candidates will be called for an interview.

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