



SriLankan | Full time

Manager Resourcing & HR Development

Katunayake, Sri Lanka | Posted on 24/12/2025

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Job Description

The Manager Resourcing & HR Development is responsible for formulating and implementing the organization's Talent Resourcing, Talent Development, and Performance Management strategies to ensure the achievement of organizational strategic goals.

This role involves managing the company's resourcing requirements, supporting a productive and engaged workforce through employee capability development, and fostering a performance-driven culture to drive business results.

Key responsibilities will include:

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- Establish annual manpower requirements (cadre) and manpower plans, ensuring optimal staff utilization and efficient resource allocation across the airline to meet both current and future operational needs.
- Develop and lead comprehensive internal and external recruitment strategies to build a high-caliber workforce while ensuring operational continuity and strict compliance with company policies and regulatory requirements.
- Continuously review and enhance hiring policies and selection methods, implementing industry best practices to ensure the highest standards of transparency, governance, and process excellence.
- Establish and monitor key recruitment metrics, such as Time-to-Hire, Cost-per-Hire, and Quality-of-Hire, using data and analytics to provide regular insights to Senior Management and the Board regarding work-force trends.
- Identify organizational development needs through performance reviews and stakeholder feedback to design and deliver training programs that align with company goals and nurture internal talent.
- Collaborate with business managers and trainers to design, plan, and deliver training programs that support the organization's strategic plans and ensure all identified training requirements are met to maintain business continuity.
- Develop and manage organizational performance management strategies and the performance evaluation cycle, regularly reviewing the process to ensure it supports employee growth and aligns with industry best practices.
- Manage overall budget to ensure the effective utilization of funds through cost analysis, strategic vendor selection, and negotiations.
- Drive the adoption of HR technology, such as Applicant Tracking Systems (ATS) and Performance Management Systems, to automate workflows, improve the candidate experience, and enhance overall efficiency.

Requirements

- Bachelor's Degree with 6 years' overall work experience in Human Resources with 3 years' at Managerial level and 3 years' at Executive level in a relevant discipline.
- OR
- Full professional qualification with 6 years' overall experience in Human Resources with 3 years' at Managerial level and 3 years' at Executive level in a relevant discipline.

Note: Trainee and internship experience will not be considered as work experience.

Be a Sri Lankan Citizen.

Employment will be offered on fixed term contract.

Influencing will be a reflection of unsuitability.

We are an equal opportunity Organization.

Please note that we will correspond with you within a month of closing the advertisement in the event your application is shortlisted for consideration.

I'm interested

Job Information

Division Name

Human Resources

Date Opened

24/12/2025

Application Closing Date

03/01/2026

Job Type

Job Type

Full time

Industry

Airline - Aviation

City

Katunayake

Province

Western

Country

Sri Lanka

Postal Code

11450