

BANK OF CEYLON

is the largest banking institution in Sri Lanka having an island wide branch network with operations in overseas locations including a banking subsidiary in London. We are the only Sri Lankan bank ranked among the **Top 1,000 banks in the world and No.01 in Sri Lanka.**

The bank is on a quest to revolutionize its core pillar of its banking operations – its people – coupled with industry best practices and state-of-the-art HR digitalization to further leverage its position with more competent team of people and HR processes.

**WE ARE
LOOKING FOR A**

**STRONG DYNAMIC LEADER WHO CAN
LEAD THIS TRANSFORMATION IN THE
HR DIVISION IN THE CAPACITY OF:**

DEPUTY GENERAL MANAGER (TRANSFORMATION AND HR STRATEGY)

Key Accountabilities

- i. Develop and Execute HR transformation strategies that align with Bank's strategic plan and objectives
- ii. Introduce best practices and agile solutions to address talent acquisition, employee development, performance management and talent retention
- iii. Transforming the HR division of the Bank by incorporating best HR practices and digital innovations in all possible key result areas of HR and communicate the value proposition to key stakeholders to secure buy-in for HR transformation initiatives
- iv. Identify and Develop the second layer in the HR Division and implement the succession plan for the key positions in the HR Division
- v. Lead change management efforts to ensure smooth transitions during periods of transformation, restructuring and process improvements
- vi. Introduce the extensive usage of HR analytics by utilizing data-driven insights to make informed decisions, drive HR initiatives and measure the impact of HR programmes on business performance
- vii. Reviewing existing HR policies, processes, systems and procedures of the Bank relating to all KRAs of HRM and develop new strategies to achieve corporate goals of the Bank
- viii. Reviewing Talent Management process for Senior Management levels and career path planning for all levels of employees
- ix. Implement a performance based culture at Bank of Ceylon



Eligibility Criteria

Academic Background

- A Degree from a UGC recognized* University AND
 - Either a Master's Degree in Human Resources obtained from a UGC recognized* University OR a Professional Qualification in HR
- (* Any local / foreign University listed under <https://www.ugc.ac.lk/>)

Experience and Key Attributes

- i. A minimum of 15 years hands-on proven HR experience in the corporate world where at least 5 years have been spent as Head of HR in an organization with over 250 staff.
- ii. Experience in a financial institution is preferable.
- iii. Experience in leading large-scale HR transformation projects has definite advantage.
- iv. Should have demonstrated capacity to effectively manage transformation and change. Should possess excellent communication skills, Focused Analytical and Presentation skills, Team building and Inter-personal skills.
- v. Further should possess a mature ability to counsel, nurture and develop staff.

Age

We believe this role would suit individuals in the 40 – 55 age group as at the closing date

General

- Fixed Term Contract for 03 years; the performance will be reviewed annually.
- An attractive remuneration package will be offered based on the market rates and candidate's profile.

Application Procedure

Send your complete updated curriculum vitae and contact details of two non-related referees by e-mail to dgmhrd@boc.lk, with mentioning the post you have applied for on the Subject line of the e-mail to reach us on or before 03.05.2025.

Any application not meeting the above required eligibility criteria as at the closing date or received after closing date or fail to provide the relevant supportive documents at the interview to prove the fulfilment of the above eligibility criteria will be rejected/ disqualified at any stage of the recruitment without any further notice.

All the prospective applicants are expected to read the Bank's "Personal Data Protection Notice for Recruitment" which is available in the Bank's website under HR Management page (<https://www.boc.lk/hr-management>) and acknowledge the same in the e-mail when applying for the vacancy.

**Deputy General Manager (Human Resource)
Human Resource Division
Bank of Ceylon
Colombo**

- Any form of canvassing will lead to immediate disqualification.
- The Bank reserves the right to call only the short-listed candidates.
- The Bank reserves the right to postpone / cancel the recruitment.
- The Bank protects the privacy and confidentiality of your information as per the Personal Data Protection Policy of the Bank
- Appointment will be Subject to the approval of the Central Bank of Sri Lanka