

Job Description

The Group Head of Human Resources is a strategic leadership role responsible for developing and implementing the HR strategy across SriLankan Airlines and SriLankan Catering. This role is pivotal in fostering a high-performance culture, ensuring operational excellence in HR functions, and aligning HR practices with organizational goals. The incumbent will oversee talent acquisition, employee engagement, performance management, succession planning, industrial relations, and compliance.

Job Accountabilities:

- Develop and execute a comprehensive HR strategy that aligns with the business goals of SriLankan Airlines and SriLankan Catering. Act as a strategic advisor to the Senior Management team on people-related matters and drive organizational change and transformation initiatives.
- Direct and oversee the organization's talent management initiatives, leading strategic recruitment and retention efforts to attract and retain top talent. Ensure the workforce is optimized, well-aligned, and maintained at productive and efficient levels to support business objectives.
- Initiate and oversee surveys and studies to evaluate industry trends and recommend enhancements that ensure the company's salary structures, terms, and conditions remain competitive. Develop and implement a comprehensive Compensation Policy that aligns with organizational objectives, balancing competitiveness with productivity and excellence.
- Direct the formulation of effective Manpower Capability Development Programmes to ensure staff are well equipped with the necessary competencies with right knowledge, attitudes and skills. Implement robust succession planning frameworks for critical roles.
- Champion initiatives to enhance employee engagement and foster a positive workplace culture. Promote diversity, equity, and inclusion across the organization. Ensure alignment of HR policies with organizational strategic goals.
- Advise the Board and Management on all relevant developments, both internal and external, that may impact the organization's human resources or overall business operations, ensuring timely and informed decision-making.
- Oversee the operations of the Medical Centre and associated services to ensure employees have access to on-the-job and additional medical facilities, both in-house and through external providers. Promote occupational health awareness and effectively manage the administration of the Company Medical Scheme to support a healthy and productive workforce.
- Manage relationships with labor unions and ensure effective conflict resolution. Ensure compliance with labor laws and regulations while maintaining a balanced employer-employee relationship.
- Ensure continuous compliance with all applicable regulatory and industry standards within the scope of responsibility, maintaining adherence to legal and organizational requirements.

Requirements

Bachelor's Degree with 10 years work experience at Managerial level in Human Resources.

OR

Full professional qualification equivalent to a degree with 10 years post qualifying experience at managerial level in Human Resources.

The upper age limit should be 55 years as at the closing date 09th December 2024.

Be a Sri Lankan Citizen.

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.

Job Information

Department Name
Human Resources

Date Opened
29/11/2024

Application Closing Date
09/12/2024

Job Type
Full time

Industry
Human Resources

City
Katunayake

Province
Western

Country
Sri Lanka

Postal Code
11450