

# JOIN THE MOST AWARDED BANK IN SRI LANKA



With an enduring vision of being the most technologically advanced, innovative and customer friendly financial organization, we, the Most Awarded Bank in Sri Lanka, continue to progress steadily while being the first Sri Lankan bank to be listed amongst the Top 1000 Banks in the World.

Our unparalleled record of success is supported by an unmatched suite of digital offerings and superior standards in service, stability and performance. We are poised to ascend to even greater heights in the near future.

## Manager Talent Development

### Job Profile

- Design, develop and evaluate training & development programs for all employee categories to build the workforce capabilities
- Plan and implement on-boarding and orientation programs
- Conduct Training Needs Assessment (TNA) to determine the gaps between the current skills, knowledge and abilities of the employees to meet the organization's objectives and design and implement the tailor made programs to bridge the gaps
- Research and analyze new programs to up-skill and re-skill the workforce to achieve the strategic organizational goals by strengthening the learning & development approaches to enhance the human capital capabilities
- Create training design, content and training procedure manuals etc. to maintain standards and also update the Learning Management Systems (LMS)
- Collaborate with outside consultants to conduct training programs
- Design, develop, implement and analyze T & D initiatives according to Kirkpatrick training model and ascertain the Return On Expectation (ROE) to evaluate the training outcomes
- Manage the training calendar and accountable for all L & D related media coverage for internal and external communications and make initiatives to promote employer branding related activities

### Applicant's Profile

- Should possess a Degree in Human Resource Management, Training and Development or a related field from a recognized university
- Masters level qualification will be an advantage
- Minimum of two (02) to three (03) years of work experience in Training & Development and an overall experience of five (05) years in the field of Human Resource Management
- Working experience in a banking or financial sector environment will be a distinct advantage
- A self-motivated team player with excellent verbal and written communication skills, strong analytical and presentation skills are a must
- Ability to work under pressure, independently in an empowered environment and work effectively whilst maintaining confidentiality
- Excellent knowledge and experience in LMS & HRIS
- Display a high level of professionalism and take initiatives and drive for results

The successful candidate will be provided with an attractive remuneration package, commensurate with benchmarked financial institutions.

**Interested candidates are invited to apply for the position, all applications should be routed through our corporate website.**

To apply, please visit, [www.combank.lk](http://www.combank.lk) → Careers → Open Positions → Manager Talent Development