



Pan Asia Bank, The Truly Sri Lankan bank, with over twenty-seven years of presence in the Banking Industry is on an ambitious growth trajectory. The Truly Sri Lankan Bank, recognized at the National Business Excellence Awards organized by the National Chamber of Commerce of Sri Lanka with two prestigious awards, Runner-up Award for the Banking sector and the Merit Award for Corporate Governance categories. These awards are a testament to strong financial/business fundamentals and how well the bank has laid a framework to mitigate any risks. In addition, Pan Asia Bank was also selected by LMD as one of the top 15 'Most Awarded Entities' in Sri Lanka.

We are looking to handpick a dynamic, results-oriented and highly motivated individual to join us on this exciting journey and to make a positive contribution as a valued member of our growing organization.

MANAGER – LEARNING & DEVELOPMENT (To Head the Unit)

Human Resources Department

The Job:

- Responsible for the Learning & Development Unit functions of the Bank and drive KPIs of the unit
- Ensure managing Learning & Development aspects of the staff to ensure that the organizational objectives on “Human Capital Development” are achieved as per the set goals in the Human Resource strategy of the Bank
- Initiate the annual Training Need Analysis and defined training needs for the staff and assign staff to relevant trainings to improve their knowledge, skills & competencies
- Ensure all staff are trained as per the Publish annual a training calendar and ensure assigned programmes are conducted as scheduled
- Identify skill gaps of identified successors, Key positions and implement development plans
- Analyse the requirements/standards time to time and organize product, service and process development programmes to support the business requirements to enhance the product knowledge, service quality & processes improvements accordingly
- Work with Talent Management Team to identify top talent & key/critical roles in the organization, identify their areas of development and organize trainings to develop them
- Carryout Certification Programs and ensure the effectiveness of trainings
- Organize and drive all technical training programs such as Branch Operations and Credit related trainings
- Effective utilization of the E-Learning platform
- Provide support to business heads in organizing special business meetings

The Person:

- 04 Years' experience as an Assistant Manager in Learning and Development in a recognized institution, preferably in a Bank or any financial institution
- Professional qualification in Training & Development, Human Resources or Degree specialized in HR
- The person should have a pleasant personality with excellent interpersonal skills, communication skills and should be passionate in lecturing & mentoring people
- Should be able to take decisions and have an open mindset to understand the business strategy and to support the business
- Service orientation should be displayed all the time and excellent planning, organizing and execution should blend with time management skills
- Should be an excellent team player and should have the initiative/innovative skills
- Self motivation and driven attitude and should be able to perform under minimum supervision

Remuneration:

The successful candidates will be provided with an attractive remuneration package including fringe benefits, commensurate with industry standard and will be **placed in an appropriate grade based on the level of competencies and experience.**

Please forward your resume within 07 days of this advertisement, stating contact details of two non-related referees, to careers@pabcbank.com indicating the position applied for in the “Subject” line. Information forwarded by you shall be treated strictly confidential and referees shall be contacted with your consent.

**Head of Human Resources,
Pan Asia Banking Corporation PLC,
No 450, Galle Road, Colombo 03**