

## **MANAGER – TRAINING AND DEVELOPMENT**

Sri Lanka Cricket is looking for a competitive individual to take up the role as Training and Development Manager. This position is designed to plan and implement training programs for staff and contracted male and female players at different levels at Sri Lanka Cricket and to improve education and competitiveness through high performance programs.

### **» Job Role**

The Training and Development Manager is responsible for improving the productivity of the organization's employees. This position assesses company-wide developmental needs to drive training initiatives and identifies and arranges suitable training solutions for employees and players. This position actively searches, creatively designs and implements effective methods to educate, enhance performance and recognize performance.

### **» Main Roles and Responsibilities**

- Take the lead in planning, practical coordination and delivery of national and provincial male and female player, coach and employee education, certification and mentorship programs
- Provide strategic leadership to members regarding growth in participation and improved competitiveness of domestic and international cricket
- Assess the success of development plans and help employees make the most of learning opportunities
- Align training with the required goals to be achieved and review and select training materials from a variety of vendors
- Discuss training needs and goals with management on a monthly, quarterly or yearly basis to establish training needs based on projected changes, processes and other factors
- Develop training and educational materials for current staff and new hires and both male and female squads, including visual aids, multimedia tools, training booklets and more
- Establish a detailed annual training budget for each unit or department
- Collaborate with the coaches and team managers in the delivery of high performance programs
- Evaluate current training programs and instructor training methods to identify weaknesses or shortcomings and provide recommendations for improvement
- Interact with employees on a regular basis, and be courteous and personable

### **» Required Qualifications & Experience**

- A basic and recognized certification in Training and Development/HRM/Business Management or an appropriate equivalent post-graduate qualification
- A minimum 10 years of management experience which includes 05 years of training experience preferably in a sporting or military organization
- Proven expertise in sports management with experience in designing and delivering sport development, high performance and training & education programs
- Ability to work with stakeholders from different backgrounds across cultural and national identities
- Ability to develop partnerships across various sectors (corporate, government, and non-government)
- Excellent budget management and financial reporting skills
- An understanding of the game of cricket is essential
- Outstanding communication and interpersonal skills
- Strong computer literacy (MS excel, word and power point)
- Persistence and an ability to work independently
- Age below 45 years

An attractive and negotiable remuneration package with other fringe benefits and excellent career prospects await the selected candidate.

All applications should be forwarded to [vacancies@srilankacricket.lk](mailto:vacancies@srilankacricket.lk) along with the names of two non-related referees who are not employed by Sri Lanka Cricket, within 7 days from the date of this advertisement.

\*Please mention the post applied for on the subject line of the email

\*Please ensure all employment criteria is met prior to applying

\*Canvassing in any form will be a definite disqualification